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VOLUME III

NUMBER 1

Minutes of

SALEM PRESBYTERY

NINTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
LEXINGTON, NORTH CAROLINA
February 2, 1991

SPECIAL MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA
March 2, 1991

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Minutes of

SALEM PRESBYTERY

NINTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
LEXINGTON, NORTH CAROLINA
February 2, 1991

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MINUTES OF

SALEM PRESBYTERY

NINTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
LEXINGTON, NORTH CAROLINA

February 2, 1991

OFFICERS

Moderator	S. Edwin Lewis
Moderator-in-Nomination	Joe Spears
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Jim Clinard
Secretary	Brenda Nance

Outdoor Ministries:	
Shared with New Hope Presbytery	Paul Ransford
Shared with Charlotte & Western North Carolina Presbyteries	Bart Shaw

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

NINTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

LEXINGTON, NORTH CAROLINA

February 2, 1991

The Ninth Stated Meeting of Salem Presbytery was called to order by Moderator S. Edwin Lewis at 9:00 a.m. on Saturday, February 2, 1991, in the First Presbyterian Church of Lexington, North Carolina. The opening prayer was led by Ed Lewis.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., George W. Alexander, Jr., Frank Allen, Michael Askew, J. Lawrence Ayers, James H. Banbury, John W. Bell, J. William Black, Jesse Bledsoe, Linda L. Blessing, Edwin C. Brammer, Jr., Warren C. Brannon, John C. Brearley, Robert A. Bryant, Malcolm M. Bullock, Charles R. Carter, M. Gray Clark, Mary Boyd Click, J. Alex Coblentz, Kermit W. Dancy, David T. Daniel, Frank A. Davison, Max E. Deal, Robert F. Dean, Christopher East, James W. Eller, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, T. McLean Faw, Jr., Dusty K. Fiedler, Robert A. Fiedler, Charles Fitzpatrick, Janet Briscoe Flagg, Milton M. Foust, James T. Frazier, E. B. Freemen, R. O. Freeman, Harold E. Fuller, Jr.

G-M

James H. Grant, Jr., Lucius A. Gray, Hewon Han, John M. Handley, William C. Hayes, James Henderson, David L. Henry, Cynthia R. Higgins, J. Samuel Hobson, Jr., Z. Holler, Fred R. Horner, Robert M. Howard, Joanne Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, William R. Knox, Elizabeth L. Lamb, W. F. Lawrence, Jr., Robert Lee, David T. Lee-Andrews, S. Edwin Lewis, Ivan W. Lowery, Robert M. Matthews, Stephen P. McCutchan, Judson J. Milam, John L. Milholland, E. Thomas Miller, James F. Miller, Reid Montgomery, Allen E. Morrison, William H. Morrison.

N-Z

David C. Partington, S. Curtis Patterson, Karen E. Pearson, Jamie B. Pharr, Steve M. Pharr, A. B. Plexico, Phillip J. Pogue, W. Clark Porter, III, Catherine J. Reed, William C. Rhodes, Jr., James M. Rissmiller, Jeannette G. Rodenbough, Paul S. Ryoo, Dennis Sebesan, Danny M. Sharpe, R. Page Shelton, Stephen A. Shive, Ronald A. Smith, Steven A. Snipes, Billy F. Sosebee, Laura M. Spangler, R. M. Steele, John G. Truitt, Jr., Stanley M. Voth, Harold Waldruff, Rockwell P. Ward, W. Russell Ward, Jr., William C. Weckerly, Norman M. Whitney, Sr., Frank C. Wilkinson, James Wilson, Paul D. Woodall, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

James Allen, Thomas B. Bagnal, Jr., Jonathan Barker, L. Adlai Boyd, Robert E. Button, William D. Carmines, George Carpenter, Carole R. Chase, S. Jay Click,

Frederick A. H. Coates, M. Susan Dobyns, Barbara Dua, John Eliason, Phillip R. Gehman, J. Stimson Hawkins, Robert W. Herron, Walter W. King, Phyllis M. H. Kort, Donald E. Lannon, Steve A. Martin, Donald Mimbs, Kathleen Murdock, Frances Olson, Joseph L. Pickard, John G. Ragland, Leland A. Richardson, Paul N. Ridolfi, A. Carter Shelley, Jerold D. Shetler, James T. Shields, Joe L. Spears, Samuel Stevenson, Patricia F. Stewart, Willaim D. Varker, Charles Williams, Michael Woodard.

The following Ministers were unexcused:

Ernest Bradford, William H. Chappell, Robert R. Childs, Jr., Clyde T. Cook, Frank M. Dew, James A. Dickens, Carl W. Dumford, Larry W. Freeman, Reagan P. Gibbs, Carter Gillespie, Scott C. Girard, Ann I. Hoch, William Stacy Johnson, William S. Johnston, Benjamin Kirkland, Robert M. Lewis, Paul Lindsey, David A. Long, III, Laura C. Long, Z. Bradford Long, J. Roger Marrow, James M. Mauldin, Lisa Mullen, George Neal, J. Herbert Nelson, Richard Osmer, Franklin L. Partridge, III, Gerald N. Reiff, Grant M. Sharp, Jeffrey Dee Smith, Jerry M. Smith, John B. Talmage, Glenn C. Thomason, Benjamin F. Williams, J. Gordon Williams.

The following Missionaries and Chaplains were excused:

Sherron Kay George, Lewis C. Kimmell, Jr. Connell Osborne.

The following Honorably retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Joseph M. Garrison, Dewitt F. Helm, Everett A. Hewlett, Rufus F. Jamerson, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, James M. McDaniel, Charles McKee, Lacy V. McPherson, Allen C. McSween, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, James L. Price, Jr., Charles Reckard, John A. Redhead, Jr., Lester E. Sheppard, William W. Sloan, William R. Smith, III, Thompson B. Southall, Jamie D. Stimson, Harry S. Thomas, Robert L. Turner, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Bain Allred, Mitchell Causey, Albert Smith, Allen Temple Virginia Mott, Asheboro, First Ruth Allen, Sara McFadden, Back Creek Laban Sloop, Bethany (Statesville) Dorothy Grose, Bethel Paul Boone, Bethesda (Statesville) Mary Lois Cooke, Beulah Miles Watkins, Bixby Jack Tutterow, Boonville, First Marilyn K. Scales, Buffalo Clarence P. Hinshaw, Burlington, First Roger Johnson, Tom McGowen, Sr., Calvary A. E. Peterson, Cameran Marvin R. Barber, Michelle Davidson, Centre Dorothy Morrow, Church of the Covenant David Sheets, Clemmons James Howerin, Cleveland Mitchell Goodman, Clio J. Adrian Dobson, Collinstown Mark Oakley, Community in Christ Marsha L. Hooks, Concord Penny Howard, Cooleemee Grier C. Waller, Covenant Richard Goff, Crestwood Sharon S. Potts, Cross Roads Ken Compton, Danbury Community Velmalene Leake, Dellabrook Inis Johnson, Dogwood Acres Linda Robbins, Eden, First Horace Penn, Edward Webb LaDonna McCarther, Gladys Bailey, Elkin James Carson, Fairmont Bruce Mize, Faith Bill Perry, Fieldstone J. J. Redslob, Fifth Creek Robert E. Horn, Flat Rock Rosa Marshall, Forest Hills Gay J. Wyche, Forest Park Mike Clendenin, Francisco Elva Dearmin, Franklin Billy R. Freeze, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Greensboro, First Emmett W. Bringle, Archie Coleman, Bennie Lee Inman, Glendale Springs Brenda Barker, Glenwood Kevin Smith, Grace Willie F. Robinson, W. E. Shouse, Willie Robinson, Graham Veuland Smith, Troy Woodard, Jr., Guilford Park Grace Alexander, Annette M. Overton, Hawfields Carl McAdams, High Point, First Steve Braxton, David White, Highland Harriet B. Morton, Gary Simes, Hills Fred Smith, Immanuel John B. Brown, Jr., Jamestown Robert Barts, Jim Guinn, John Calvin Becky Lowry, Kernersville, First Martha Faye Collins, Lansing Jeanette Paisley, Laurel Fork Don Tucker, Lexington, First Donna Hurt, Clifford Leonard, Lexington, Second Claude Graves, Lloyd Edwin L. Patterson, Ruther M. Patterson, Madison Anthony Wall, Mebane T. D. Jones, Memorial William F. May, Mocksville, First Peggy Wallace, Mooresville, First Presley B. Brawley, Jr., Brent Curtis, Mount Jefferson Orleta M. Demuth, Mount Tabor Howard C. Taggert.

N-Z

New Salem Jeanne Cockrell, North Wilkesboro Penny Musson, Sam Vickery, Oakland Richard Lowrance, Old Town Mike Muse, Parkway Barbara Brennan, Richard W. Wolfe, Pittsboro Charles Cameron, Presbyterian Church of the Cross Brenda Cox, Prospect Bill Lowrance, Randolph Ronald Godbey, Reid Memorial E. Franklin Campbell, John Faulkner, St. Andrews Tim White, St. James Catherine T. Bonner, Luella J. Graves, Rosa Yourse, St. Paul (Greensboro) Ronnie Hucks, St. Paul (High Point) Henrietta Gill, Salisbury, First Larry Ford, Robert Ingram, Salisbury, Second Carl W. Hall, Sedgefield Bill Poe, Shady Side Geneva Gilchrist, James B. Gilchrist, Jr., Shallowford Michael McClure, Shiloh (Burlington) W. H. Abplanalp, Smyrna Robert Rakestraw, Sparta Peggy Frazier, Speedwell Michael Farrell, Spencer Hugh Yount, Starmount Jack K. Bennett, Sr., Jane A. Long, Michael T. Maynard, Statesville, First Paul Gilbert, Joan Scott, Stony Creek Steve Curlee, Tabor W. B. Norris, Third Creek Tommy Doss, Thomasville, First Betsy O'Brien, Thyatira W. S. Hall, Trinity (Elon College) Alura Wheeler, Trinity (Salisbury) Myrtle B. Stevenson, Gladys Winston, Trinity (Winston-Salem) William G. McLeod, Unity Tom Wetmore, Vandalia Donal M. Mitchell, Wentworth W. D. Sherron, Westminster (Burlington) Gene Kizziah, Whispering Pines Margaret B. Buie, Winston-Salem, First Mack Dagenhart, Richard E. Grace, Bryan Haislip, James S. Price, Yadkin United Thomas O. Vinson, Yadkinville Andrew L. Mackie, Yanceyville Thomas C. Florance.

The following Churches were excused from having representation at this meeting of Presbytery.

Asbury, Baird's Creek, Bethany (Graham), Bethesda (Ruffin), Gulf, Mt. Airy, First, Mt. Vernon Springs, Piedmont, Pine Hall, Pine Ridge, Sandy Ridge, Shiloh (Statesville).

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Boone, First, Brentwood, Ebenezer, El Bethel, Elmwood, Fellowship, Greenwood, Griers, Harmony, Hope View, Joyce, Korean First, Little Joe's, Logan, Love Valley, Milton, Mocksville, Second, Mt. Vernon, New Creation Community, Oakview, Old Providence, Peak Creek, Pilot Mountain, First, Pleasant Grove, Red House, Reidsville, First, Riverview, Rumple Memorial, Siler City, Southminster, Springwood, Stoneville, Taylorsville, Westminster (Greensboro).

The following Church Professionals were enrolled:

Cornelia DeKleuver, Evelyn Edwards, Betty Anne Ellington, Rebekah Lee-Andrews, Ruth B. Lenger, Dottie Metropol, Ella Mae Phelps, Delores Spielman, Paige Tolar, Parks O. Williams,

The following Visitors were registered:

Linda Abplanalp, G. Douglas Aitken, Sr., Sabina Alexander, Mary F. Alexander, State W. Alexander, Jr., John Barney, John Barr, Annie M. Bates, Chris Baucom, Rudolph V. Boone, Sr., Virginia Bostic, Newell Brown, Joyce Caddell, Betsy Jo Calhoun, Marian Cameron, Katherine R. Carr, Margaret L. Carr, Fred Carter, John Chambers, Phyllis Chambers, Cathy Clemmons, Tommy Cole, Frank Collier, Charles Connor, Greta Connor, David Couch, Ginny Couch, Dale Davidson, Hallie Davidson, Lloyd T. Dixon, Martha Dobson, Paul Drechsler, Octavia B. Edwards, W Earle Frazier, Winnifred Garrison, Vicki Garrison-Leonard, Lessie Gaston, Robert Gilchrist, Ezra Gilliam, Marion D. Gilliam, Creola Goodman, Shirley Gunn, Ruth P. Haire, John Hamil, Bill Hart, Don Hart, Fred C. Holder, Ethel R. Holmes, Helen Hunter, Louise M. Irving, Richard A. Johnson, Rev. Margaret Johnston, Frances King, Jerry King, Lillie S. King, Jim Kistler, Nancy Kistler, Sue E. Lambert, Jake Lanier, Ruth C. Leigh, Betty G. Lowrance, Lula Mae Mabry, Margaret S. Marks, Lovie McBryde, Robert McBryde, Willie McClendon, Reginald Mills, Brenda Millsaps, Helen Mitcham, Rev. James A. Mitcham, Jr., Allison Moody, Jim Moore, Mamie C. Morris, Rev. George H. Murray, Jeanne Murray, Marsha Mutch, Anne Neely, Ken A. Neill, Keith Newell, Shirley Norris, Jack Palmer, Alan Paschal, Mary Siewers Patterson, A. M. Primm, Jean Primm, Annie Purcell, Catherine Rankin, Rev. Marie P. Reed, Janie Reid, Julia M. Richmond, Betty Richwine, O. Hunter Roddey, Susan M. Roddey, Peggy Sealy, Roxie Settle, Jan Shepherd, Micky Silvers, Ethel Simonetti, Anne Smith, Betty Smith, Carol W. Smith, Henry Smith, Roy A. Smith, Henry P. Stockton, Opal Stockton, Jim Swinkola, Annie H. Taggert, Fred Tatum, Ruth Taylor, Bea Thomas, Suzanne Thomasson, Linda Thurston, Steve Thurston, Robert Tolar, Jr., Betty Waldruff, Helen P. Waller, C. K. Watson, Mrs. C. K. Watson, Bruce Wheeler, Aurelia E. J. Wiggins, Susan Williams, Byron Wolfe, Ann Hall Wurst, Rev. Rick Wurst, Mary Wynn, Mary E. Young.

The following Salem Presbytery Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Paul Ransford, Albert D. Shaw, Jr.

DOCKET

The docket was approved as amended by the Moderator of Council.

WELCOME

The Governing Body was welcomed by the Rev. Jimmy Grant, the pastor of the host church. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time were welcomed and asked to stand. The following visitors were introduced: T. Donald Hamilton; State Alexander, Presbytery of Western North Carolina; Margaret Johnson, Presbyterian Church of Ireland; Marie Reed, Southern New England Presbytery.

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Resolutions: Jamie Pharr, Chair
Parks Williams

OMNIBUS MOTION

Rollin M. "Chip" Steele, Moderator of Council, presented the Omnibus Motion. Following the removal of Recommendation #16, the Presbytery approved all the remaining recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

REPORT OF PRESBYTERY COUNCIL

Rollin "Chip" Steele, Moderator

The Salem Presbytery Council has met three times since the last meeting of Salem Presbytery.

For Information:

1. Council accepted the invitations of the First Presbyterian Church, Lexington, to host the February, 1991, meeting of Salem Presbytery, the First Presbyterian Church of Burlington to host the March 2, 1991, special meeting, and the Starmount Presbyterian Church, Greensboro, to host the April 23, 1991, meeting.

2. Council received and approved the request of the Forest Park Presbyterian Church of Statesville to sell "three pieces of undeveloped property listed as Lots 24, 25, and 26, Block 1155 Port Charlotte, Section 30 Chamberlain, Charlotte County, Florida." This land was given some years ago to be sold and"...applied to some permanent and worthy project..." The Forest Park Church is entering a major project involving renovation of their Fellowship Hall. The proceeds of the sale will be applied to this project.

3. The Council approved the request of the Hunger Committee for the following disbursements of funds:

   - $7,000 toward our annual contribution to the Zaire partnership.

   - $10,000 toward our annual contribution to the Ghana partnership.

   - In addition:
     $5,000 for the tractor in the Tease, Afram Plains project (Ghana)
     Up to $10,000 for the completion of the house for the manager (Ghana)
     $5,000 to go to Prodex, a part of our partnership in Mbujimayi, Zaire, if needed
     $10,000 to be used for Central Pharmacy in Zaire for the Health Center at Mbujimayi, if needed.

4. The Council approved the request of the Vandalia Presbyterian Church of Greensboro to sell their manse with proceeds of the sale to be deposited into an account with the Presbyterian Foundation. The anticipated sale will net the church $80,000. Interest from the invested funds will be used to help pay a Housing Allowance.

5. Council approved the request of the International Missions Committee that itinerating missionary, Margaret Johnston, be invited to speak for fifteen minutes at the February 2, 1991, meeting of Presbytery.

6. The request from the Presbytery Worship and Music Committee to use a Service for the Renewal of Baptism in place of the Communion Service at the February 2, 1991, meeting of Presbytery was approved. This is for one meeting only.

7. Council approved the Minutes of the October 2, 1991, meeting of Presbytery as amended.

8. Council authorized its moderator to inform the Social Justice Committee that it has reviewed the paper, "Biblical and Human Perspectives on Human Sexuality" by Elizabeth Johnson, and deems it appropriate for distribution in preparation for the March 2, 1991, special meeting of Presbytery.

9. In matters concerning Council officers, Bob Matthews was elected Clerk and Suzanne Thomason was elected as member at large of the Executive Committee (the Presbytery Moderator is also a member of Council's Executive Committee).

10. Council recommended to the Nominating Committee that Rudy Boone and Chip Steele serve as Co-moderators of Council for 1991.

11. The Council named Jamie Pharr (chair), Neel Fleming, Jesse Bledsoe, and LaDonna McCarther to be an ad hoc committee to study the proposed Constitutional amendments and to present them to the Presbytery on March 2.

12. The Council named Chip Steele, Rosa Yourse, and Rudy Boone to be Salem Presbytery's representatives, along with John Handley, to the Synod Priorities Consultation.

13. The Council referred the budgeting process and schedule to the Budget and Finance Committee for presentation to the February 2 meeting of Presbytery.

14. At the request of the Ecumenical Relations Committee, Council approved inviting Rev. Collins Kilburn from the North Carolina Council of Churches and approved 20 minutes on the docket for his presentation and questions.

15. Council set the following calendar for its 1991 meetings:

    February 23 - Saturday
    March 19 - Tuesday
    April 2 - Tuesday
    April 18 - Thursday - Program Hearings
    May 18 - Saturday - Budget Hearings
    June 18 - Tuesday
    August 17 - Saturday
    September 12 - Thursday
    October 26 - Saturday
    November 19 - Tuesday

16. Council included concern for the Persian Gulf Crisis in its discussion and prayers.

17. <u>Special Meeting of Presbytery - March 2</u>

    In accordance with the requirements of G-11.0201, the Council requested the Moderator to call a special meeting of Salem Presbytery to be held March 2, 1991, as follows:

    > That Salem Presbytery meet in special session at 9 a.m. on Saturday, March 2, 1991, at the First Presbyterian Church (Burlington) for the following purposes:
    >
    > 1. To study some of the issues which have confronted the General Assembly Special Task Force on Human Sexuality;
    >
    > 2. To vote on Amendments to the Constitution of the Presbyterian Church (U.S.A.) referred to the presbyteries by the 1990 General Assembly.

    The first segment of the day will be led by the Social Justice Committee with invited presenters and time for discussion of some of the matters which have proved to be highly volatile across the denomination. The hope is to provide a forum for illuminating these issues in a manner that will help to bring clarity and faithful wrestling in seeking to apply the faith to some significant concerns in our society.

The second segment will be led by a committee mentioned in another part of this report. Highlights of the voting on the amendments center around the "Brief Statement of Faith" and the matter relating to "Chapter Nine" organizations.

18. International Missions - Hsinchu "Memorandum of Understanding"

The Council concurs with the recommendation of the International Mission Committee asking approval of the "memorandum of Understanding" regarding Salem's International Partnership with Hsinchu Presbytery in Taiwan.

19. Nominees to the Nominations Committee

The Council will present their nominees to the Nominations Committee in an Addendum Report to be presented at the Presbytery meeting, February 2nd.

Davidson College Trustee

ACTION:

John Kuykendall's request that Howard Covington be reappointed to the Davidson College Board of Trustees for a four-year term was approved.

Bicentennial Prospectus

Council heard a report from Dusty Fiedler representing the Bicentennial Prospectus Committee.

OVERVIEW OF THE BICENTENNIAL FUND

To celebrate 200 years of Presbyterianism in this country, our denomination is conducting this special campaign as an opportunity for sacrificial and generous thanks-giving. There are four annual cycles, running between June, 1988, and May, 1992. The PC(U.S.A.) Goal is $150 million, with a challenge Goal of $175 million.

Salem will participate in the fourth cycle beginning in mid-1991. Our churches will be invited to make three year pledges beginning in 1993 when our campaign ends. Pledges will be anticipated to be paid up by 1996.

Salem Presbytery has adopted a goal of $2.65 million going to projects presented by the General Assembly, the Synod of the Mid-Atlantic, and Salem Presbytery. These will reach toward supporting mission in the four general categories:

* Developing and Revitalizing Congregations, Evangelizing
* Educating God's People for Service
* Sharing Compassion, Doing Justice
* Undergirding Global Mission

The Salem Bicentennial Prospectus Committee will receive project suggestions and recommend as many as we can anticipate funding to the July meeting of Presbytery.

The Bicentennial Fund theme is "TOGETHER SERVING CHRIST". As we participate in this campaign, let us celebrate God's grace to us by furthering Christ's mission.

ACTION:

Presbytery approved the guidelines, criteria and time line for submitting projects for the Salem Bicentennial Fund Prospectus.

GUIDELINES FOR SALEM PRESBYTERY'S PROSPECTUS

1. To the greatest extent possible, our Presbytery Prospectus should be inclusive of the concerns of all constituent groups within the Presbytery. Such inclusiveness will further promote and build up our visible unity.

2. Projects included in this Prospectus will recall our rich heritage and strong foundation while leading us into our shared future.

3. Our Prospectus will lead the Presbytery to significant accomplishments in these areas:

    * Developing and revitalizing congregations, evangelizing
    * Educating God's people for service
    * Sharing compassion, doing justice
    * Undergirding global mission

4. The projects must reflect the Book of Order, Form of Government, Chapter III (G-3.0000), "The Church and Its Mission", and the Mission Statement of Salem Presbytery.

5. The projects must address major issues in church and society in ways that will ordinarily impact many congregations and agencies, not just one specific congregation or agency. However, a particular agency may be the vehicle for providing broad ministry and mission initiatives.

PROJECT CRITERIA FOR SALEM'S PROSPECTUS

1. The project has been written and submitted by a Salem Presbytery Session, a standing committee of the Presbytery, a recognized group of the Presbytery, or Presbytery Staff.

2. The project cannot now be adequately funded through regular congregational, Presbytery, Synod, or General Assembly budgets.

3. The project has a statement of purpose, objectives with measurable results, an anticipated timeline and an effective evaluation process outlined, and an initial six-month report (to be administered by the submitting group), to the Council of Presbytery.

4. The project is consistent with the mission and priorities of Salem Presbytery.

5. If the project requires participation by some group other than the one submitting the proposal, written concurrence must be obtained.

6. The project has a sound, realistic financial plan, including a plan for assured funding if the project will continue beyond the use of BICENTENNIAL FUND campaign receipts.

SALEM PRESBYTERY PROSPECTUS TIMELINE:

Feb. 10, 1991: Application packets go out

May 1, 1991: PROSPECTUS APPLICATION DEADLINE

June 10, 1991: Proposed Prospectus projects chosen

July 13, 1991: Presentation of Prospectus to Presbytery--for approval and celebration!

Appreciation to Steve Pharr

ACTION:

The following special Resolution of Appreciation to Steve Pharr for his services to the Salem Presbytery was adopted:

In Grateful Appreciation to the Rev. Steve Pharr

The Rev. Mr. Steve M. Pharr has for two years given his skilled and tireless service to Salem Presbytery as the moderator of a Special Disciplinary Committee, as Prosecutor of the resulting Judicial case before our Permanent Judicial Commission, and as Salem's counsel on appeal before Synod's Permanent Judicial Commission. Mr. Pharr has offered his services without remuneration as a part of his commitment to his vows as a Minister of the Word and Sacrament. He has labored with care and integrity to fulfill the requirements of the Presbyterian Church (U.S.A.) Book of Discipline. He has sought with diligence to keep his promise to "further the peace, unity, and purity of the Church". His faithfulness has been pursued through countless hours of work at great personal professional sacrifice.

Salem Presbytery does hereby express its grateful appreciation to the Rev. Steve M. Pharr for his tireless defense of the honor and integrity of the Gospel.

Adopted this 2nd day of February, in the year of our Lord, 1991, by Salem Presbytery meeting at the First Presbyterian Church, Lexington, North Carolina.

Thanks to Retiring Moderators

ACTION:

Presbytery approved the following resolution expressing its appreciation to Moderators of the various areas in the structure of the Presbytery who have completed their terms of service:

Whereas, Salem Presbytery has been aided greatly in its work and vision by the outgoing Division Chairpersons, Committee Moderators, and Presbytery Moderator, we go on record as offering all of these our sincere thanks for the many hours and sacrifices made on behalf of our Presbytery.

Presbytery Moderator, **S. Edwin Lewis**
Administrative Division Moderator, **Rosa Yourse**
Church Develop Division Moderator, **Donald Hart**
Church in the World Division Moderator, **Barbara Dua**
Congregational Life Division Moderator, **Linda Blessing**
Outdoor Ministries Division Moderator, **Fred Poetzinger**
Adult Ministries Committee Moderator, **Delores Spielman**
Camp Grier Committee Moderator, **John Milholland**
Children's Ministry Committee Moderator, **Tom Clymer**
Criminal Justice Committee Moderator, **George Hunter**
Ecumenical Relations Committee Moderator, **Roger Marrow**
Evangelism Committee Moderator, **Bobby Dean**

International Missions Committee Moderator, **Alex Coblentz**
Nominations Committee Moderator, **Jim Frazier**
Peacemaking Committee Moderator, **Frank Dew**
Personnel Committee Moderator, **Jim Eller**
Professional Development Committee Moderator, **Jonathan Barker**
Representation Committee Moderator, **Carlton Eversley**
Resource Centers Committee Moderator, **Ida McCaskill**
Stewardship Education Committee Moderator, **Charles McKee**
Women's Ministry Committee Moderator, **Muriel Ward**
Worship and Music Committee Moderator, **Loretta James**

Ethiopian Paintings

Charles and Marian Cameron of the Pittsboro Church have donated two unique Ethiopian paintings to Salem Presbytery which will be on display at upcoming meetings (February, March, and April). Their purpose for the gift is to raise money to feed hungry people.

Some fifteen years ago, the Camerons were living in Ethiopia where Charles worked for the United Nations. Returning to the United States, they brought along two oil paintings they had purchases in a street market from a native artist.

The Camerons have gotten much enjoyment from these unique paintings which depict ancient Ethiopian legends from the time of the relationship between Solomon and the Queen of Sheba.

They now wish to share them with new owners while contributing to the fight against hunger.

One canvas is 72" x 31" with two "frames" (each approximately 36" x 31"). The other is 36" x 16" with forty-four small "frames" (each approximately 3" x 4"). Using vivid colors the artist also includes the fierce serpent which is part of the mythology of ancient Ethiopia.

Sealed donation offers will be accepted from now until the April 23 meeting of Presbytery. The paintings will be offered separately and will be available to the person making the highest donation offer for each. All donations will go to the Pennies for Hunger/Two Cents a Meal program.

ACTION:

The Ethiopian paintings were offered through a sealed donation offer process and Council was authorized to receive the highest donation offer for each painting and apply funds received to the hunger fund. Donation offers will be opened at the April 23rd meeting of Presbytery.

Housing Allowance of Program Staff

ACTION:

Presbytery approved the following statement:

Salary benefits paid to each of the exempt staff include items titled "Salary", "Housing", and "Social Security" equivalent. In accordance with requirements of the Internal Revenue Service, each ordained clergy member of the staff is listed below. Included is the total of those three budget items and the portion designated as "housing" for purposes of exclusion from the taxable income when used for housing.

Exempt Staff	Total Salary Benefits	Housing
John Handley	53,705	13,000
Hewon Han	42,240	13,000
Carter Shelley	42,449	13,000
Katy Reed	20,139	7,400

Office Site Committee

Realizing that currently the physical needs of Salem Presbytery are being inadequately met and the need for more permanency in its office location, the Office Site Committee reviewed three options:

1. Continue to rent. Present annual rental cost for 3,000 sq. ft. of office space in Clemmons is $25,000. (The Presbytery needs approximately 4,500 sq. ft. for its office which would cost at least $37,500 to rent.)
2. Purchase land in Clemmons and build a 4,500 sq. ft. office building. (Estimated costs would be $370,000--$100,000 for 2 acres of land plus $270,000 building costs @ $60/sq. ft.)

3. Consider a joint building venture with Clemmons Presbyterian Church.

The Committee recommends consideration of option #3 for the following reasons:

Under one roof the new structure would have an area which was separate and identifiable for Presbytery offices and an area for Clemmons Church activities and ministry. Some space (i.e. classrooms, conference rooms) could be shared.

Building costs would be divided between the parties according to the number of square feet allocated to each party or another formula which is mutually agreeable.

Percentage of equity in the new structure would be in proportion to each party's relative financial interest in the structure.

In the future, if Salem Presbytery moved its office from the building, the building would be appraised and Clemmons Presbyterian Church would be given the first choice for purchase of Salem Presbytery's share of the equity in the new structure.

Clemmons Presbyterian Church and Salem Presbytery would commit to this arrangement for a minimum of 15 years and will re-evaluate it thereafter.

The Church and Presbytery will share ongoing operating costs for the new structure according to an agreed upon pro rata basis.

The proposed joint venture provides maximum savings for both parties due to shared building costs. It also is a notable model of Property Stewardship in which the new structure would be utilized seven days a week.

The estimated savings to Presbytery includes shared architectural fees and approximately $100,000 in land costs. Other savings come from the fact that a new structure shared by the Presbytery and the Church would need one roof, one foundation, one plumbing system, common parking areas, etc.

ACTION:

a. The following statement was adopted:

Salem Presbytery expressed its approval of the concept of sharing a new building and empowered its Office Site Committee to proceed in negotiations with the Session of the Clemmons Presbyterian Church exploring the specific details of an agreement between the two governing bodies concerning a joint building venture with joint use of a facility adequate to serve as a permanent Presbytery Office.

b. Salem Presbytery authorized its Office Site Committee to join with the Building Committee of Clemmons Presbyterian Church to choose an architect to draft preliminary sketches and plans.

c. Salem Presbytery authorized the Council, in consultation with the Budget & Finance Committee, to amend the 1991 Budget to provide up to $4,000 for Presbytery's share of the cost of preliminary architectural drawings. (This cost will be shared on an equal basis with the Clemmons Church.)

d. The Office Site Committee was encouraged to submit a proposal to the Salem Bicentennial Prospectus Committee for possible inclusion in the Salem Prospectus when the campaign begins. (Presbytery will vote on which projects should be included and at what amount at its July, 1991, meeting.)

Presbytery Docket

ACTION:

Presbytery approved the docket for the February 2, 1991, meeting of Salem Presbytery.

In July, 1990, the Presbytery Budget was reduced by $82,662 to bring in in balance with the shortfall in actual benevolence pledged. This reduction included a reduction of $14,662 in pledged Synod Benevolence and $23,150 in pledged General Assembly Benevolence; this was in addition to action previously taken by Presbytery to rescind its previous action of July, 1990, reducing the amount allocated in the 1990 budget for General Assembly and Synod and restore those amounts fulfilling our pledge and makes the following recommendation to Presbytery.

ACTION:

Presbytery took $37,812 from the 1990 Presbytery Surplus to restore the $14, 662 Synod and $23,150 General Assembly pledged benevolence.

ACTION:

Presbytery elected the following persons to serve on the Nominations Committee in the Class of 1993:

Pat Smith, Eden
Molly Morgan, Reidsville

Hattie Vinson, Mebane
John Edwards, Greensboro
Ed Mack, Greensboro
Ella Mae Phelps, Winston-Salem
Shirley Gunn, Clemmons

NOMINATIONS COMMITTEE
Malcolm Bullock, Moderator

1. General Assembly Commissioners

The policy adopted by Salem Presbytery February 3, 1990, calls for Alternate Commissioners from last year to become the Principals for this year. Where that is the case those persons are noted as "elected". Those who are "nominated" were selcted by the Nominations Committee from those who indicated willingness to serve and are presented for election today. Those elected Alternates this year will become Principals next year.

ACTION:

Presbytery elected the following persons noted as "nominated" as Commissioners and Alternates to the 203rd Meeting of the General Assembly (June 4-12, Baltimore):

Principal Minister Commissioners

Lisa Mullen - Assoc. Pastor, 1st, High Point	- elected
Rob Evans - Pastor, North Wilkesboro	- elected
Chris East - Pastor, Buffalo	- nominated
Bob Lewis - Pastor, First, Salisbury	- nominated

Alternate Minister Commissioners

Mary Boyd Click - Pastor, El Bethel	- nominated
Connell Osborne - Chaplain Major, U.S. Air Force	- nominated
Bob Matthews - Pastor, Fieldstone	- nominated
Hank Keating - Assoc. Pastor, 1st, Winston-Salem	- nominated

Principal Elder Commissioners

LaDonna McCarther - Elder, Edward Webb	- elected
Addison L. Hill - Elder, Fellowship	- nominated
Murray White - Elder, 1st, High Point	- nominated
Betty Peraldo - Elder, Guilford Park	- nominated

Alternate Elder Commissioners

Carl Treleaven - Elder, Starmount	- nominated
Robert A. Edwards - Elder, Flat Rock	- nominated
Graham Lynch, III - Elder, 1st, Winston-Salem	- nominated
Elinor Swaim - Elder, 1st, Salisbury	- nominated

Youth Advisory Delegate

Susan Carpenter - Starmount	- nominated

Alternate Youth Advisory Delegate

Jerry Barnes - Thomasville	- nominated
Sarah Terry - Clemmons	- nominated

2. Vacancies in Salem Structure

ACTION:

The following persons were elected in the classes indicated:

A. Adult Ministries

Bruce Parris - '91
Chris Zorn - '91
Dellene Gudger - '92

B. Camp Grier

Susan Allred - '93 (replace Milholland)

C. Children's Ministry

(Vacancy - '91)
(Rebecca Lee-Andrews - Moderator)

D. Communications

Linda Bailey - '93

E. Council of Presbytery

Haywood Cope - '91 (At Large)
Rudy Boone - '92 as Co-moderator with Chip Steele

F. Educational Ministry

Jill Yowell - '92
A. T. Stephens - '93
(Vacancy - '93)
(Fred Ward - Moderator)

G. Evangelism

Linda Thurston - Moderator

H. Hunger

Lib McPherson - '93

I. International Missions

Robert Pittard - Moderator
Bill Black ' 93

J. Peacemaking

Miles Croom - '93

K. Permanent Judicial Commission

(Vacancy - '96)
Tom Sinks - '96

L. Personnel

Rosa Yourse - '92
Fred Tatum - '93 - Moderator

M. Representation

Prentice Woods - '91
Peggy Trimble - '92
Sonya Marks - '92
Joe Spears - '93

N. Social Justice

Page Shelton - '92
Susan Roddey - '93

O. Spiritual Formation

Miriam McNeely - '93

P. Stewardship Education

Dr. Richard Miller - '92
(Vacancy - '93)

Q. Women's Ministry

Jamie Pharr - '91 (replace Doub)
(Vacancy - Moderator)

R. Worship & Music

Margaret Marks - '92 (replace Holt)
(Margaret Marks - Moderator)

Division Moderators

Church Development - Herb Nelson
Church in the World - Cindy Higgins
Outdoor Ministries - Don Howie

3. Vacancies In Synod Structures

ACTION:

Presbytery nominated the following persons to the Synod for:

A. Partnership Development

Bob Matthews - '93

B. Nominating Committee

Mildred Hart
Gladys Bailey

C. Permanent Judicial Commission

Collin Grubb

4. Presbytery Moderator

ACTION:

Ivan Lowery was elected as the Moderator of Salem Presbytery for 1991 (through February '92 meeting).

INTERNATIONAL MISSIONS COMMITTEE
Alex Coblentz, Moderator

The Committee has spent most of its meeting time since the last Presbytery Meeting concluding preparations for the Mission Conference held at First Church, Greensboro, Saturday, January 26, 1991.

Included in this report are the following items for your information:

4e.0b Memorandum of Understanding
4e.1-2 Schedule for Intineration of Mission Co-Workers
4e.3-5 Available Mission Interpreter Volunteers

In formalizing the International Partnership with Hsinchu Presbytery in Taiwan, the Committee presents the attached "Memorandum of Understanding".

ACTION:

Salem Presbytery adopted the "Memorandum of Understanding" in its International Partnership with Hsinchu Presbytery (Taiwan).

MEMORANDUM OF UNDERSTANDING
PRESBYTERY INTERNATIONAL PARTNERSHIP

Presbytery: Salem

Overseas Partner: Hsinchu Presbytery of the Presbyterian Church in Taiwan

I. BACKGROUND INFORMATION:

A. Presbytery contact person(s) Name/Title — Address

Rev. John Handley
International Missions Comm.
P. O. Box 1763
Clemmons, NC 27012

B. Overseas Partner contact person(s) Name/Title — Address

Rev. Andrew I-Shih Tsai
Taoyan Presbyterian Church
330 No 208, Min Seng Rd.
Taoyan, TAIWAN, R.O.C.

C. This Partnership grows out of a prior Partnership between Hsinchu Presbytery in Taiwan and the former Concord Presbytery in North Carolina, from 1986 through 1989. Late in 1989 Hsinchu Presbytery extended an invitation to the new Salem Presbytery asking for representatives to come to Taiwan at the time of their Presbytery meeting in February 1990; they did this with a view to renegotiating the Partnership begun with the former Concord Presbytery. The Rev. Homer Rickabaugh, Global Mission Staff person, delivered this invitation to Salem Presbytery following a visit to Taiwan.

Salem Presbytery accepted the invitation and sent a delegation to Taiwan in February, 1990. The delegation met with representatives of Hsinchu Presbytery and mutually confirmed their desire to be partners in the service of our Lord.

D. In April 1990 Salem Presbytery took action to approve in principle the desire to enter into a Partnership with Hsinchu Presbytery. Salem Presbytery anticipates taking formal action on this Memorandum at their meeting in February 1991. (A letter or other document from the Presbytery attesting to this action will be attached.)

E. Hsinchu Presbytery anticipates taking formal action on this Memorandum in February 1991. (A letter or other document from the overseas partner attesting to this action will be attached.)

F. In Salem Presbytery the International Mission Committee is responsible for implementing the Partnership activities. This Committee is responsible to the Presbytery through the Church in the World Division.

G. Salem Presbytery has consulted with the Mutual Mission Office of the Global Mission Unit, PC(USA). The Presbytery has also informed the Synod of their intent to establish this Partnership.

H. Anticipated length of the Partnership: from January 1991 to December 1994.

II. ASSESSMENT OF NEEDS TO BE ADDRESSED WITHIN EACH PARTNER CHURCH

A. Identification of the Presbytery Partner's needs:

1. To better understand the faith we live by and the global mission of the Church;
2. To learn about the life and work of the Presbyterian Church in Taiwan including elementary introduction to the most common language for conversation;
3. To investigate possibilities for joint mission projects, and thus personalize our participation in global mission;
4. To challenge congregations to better stewardship in mission;
5. To identify and meet some of the needs of Taiwanese students in our part of the U.S.

B. Identification of the Overseas Partner's needs (as indicated by them):

1. To better understand the faith we live by and the mission of the Church in another country;
2. To learn about the life and work of the Presbyterian Church (U.S.A.);
3. To get to know Christians of another country by exchange visits--pastors, lay persons, and youth;
4. To see and learn about specialized ministries, especially campus ministry;
5. To be involved in some joint mission projects (yet to be negotiated).

III. ASSESSMENT OF OPPORTUNITIES FOR SHARING GIFTS BETWEEN THE PARTNER CHURCHES:

A. Identification of the Presbytery's Partner's gifts:

1. Willingness to listen and to learn about the church and its mission from overseas partners (especially areas like evangelism and church growth, and the role of music in learning the faith);

2. Churches and church related ministries (e.g. camps, conferences, and campus ministries) in which our overseas partners may be able to learn from us;

3. Leadership and expertise in specialized areas of church life (e.g. church education, church administration, community service);

4. Some financial resources for exchange visits, for helping Taiwanese students in the U.S., and for possible joint mission projects;

B. Identification of the Overseas Partner's gifts:

1. Taiwanese history, culture and traditions;
2. Personal faith and church experience;
3. Evangelism and church growth programs;
4. Pastoral leadership, worship patterns, and preaching.

IV. PARTNERSHIP ACTIVITIES OR OBJECTIVES MUTUALLY AGREED TO BY THE PRESBYTERY AND OVERSEAS PARTNER:

A. To experience and learn of one's culture;

B. To arrange people to people exchanges of pastors, laypersons, and young people;

C. To share our personal faith and church experiences with each other;

D. To do some things together, such as teaching and learning each other's languages for better communication;

E. To do some joint mission projects together--possibly in a third country;

F. To identify and support Taiwanese students in the U.S., especially in North Carolina.

V. SPECIFIC PARTNERSHIP ACTIVITY COMMITMENTS:

A. The Presbytery Partner agrees to do the following to achieve these objectives (stated in Part IV above):

1. To correspond and to share information;
2. To help arrange for people exchanges; recruit participants and assist in planning travel carrying on extensive training in preparation for visits including elementary language training;
3. To consider possible joint mission projects;
4. To contact and to support Taiwanese students in the U.S. as may be needed;
5. To assist a Taiwanese seminary graduate student, the Rev. Chein Di Hung and his wife, while they are in the U.S. for study at Pittsburgh Theological Seminary;
6. To carry on negotiations for other partnership activities;
7. To share financially in the cost of the partnership activities.

Further, Salem Presbytery agrees to abide by the Principles and the Guidelines for Presbytery International Partnerships established by the Global Mission Ministry Unit of the General Assembly, PC(USA).

B. The Overseas Partner agrees to do the following to achieve these objectives (stated in Part IV above):

1. To correspond and share information;
2. To help arrange for people exchanges; recruit participants and assist in planning travel;
3. To consider possible joint mission projects;
4. To carry on negotiations for other partnership activities;
5. To share financially in the cost of the partnership activities.

VI. RESOURCES FOR THE PARTNERSHIP

A. Volunteers will participate in every aspect of the partnership.

B. Funds will be needed for travel, room and board expenses, as well as some aid for Taiwanese students in the U.S.

C. Funds will be provided by both the Presbytery Partner and the Overseas Partner. Salem Presbytery will include $5,000 in their mission budget for 1991. Salem Presbytery will provide the opportunity for congregations and/or individuals to make extra commitment contributions. Some participants, in travel or other activity, may pay part of their own way.

VII. EVALUATION

The partners agree to enter into a review process no later than one year before the agreed end-date for the Partnership. The results of this review will be shared with the Presbytery International Partnerships Office of the Global Mission Unit and with the appropriate higher office of the overseas partner church.

VIII. IMMEDIATE NEXT STEPS

1. Complete the approval process for this Memorandum at the Presbytery and General Assembly levels, both in Presbyterian Church in Taiwan and in the Presbyterian Church (U.S.A.).

2. Further correspondence and negotiation about carrying out plans for the partnership activities.

PRESENTATION ON NORTHERN IRELAND
Rev. Margaret Johnston

The Rev. Ms. Johnston addressed the Presbytery telling about Northern Ireland, and bringing greetings from the Presbyterian Church of Ireland.

ADMINISTRATIVE SERVICES DIVISION

PERSONNEL COMMITTEE
Fred Tatum, Moderator

The Personnel Committee has oversight of the Program Staff of Salem Presbytery. The Committee is charged with the responsibility to engage in care and support of staff, evaluate performance of Exempt Staff, and make recommendations in changes in their terms of call.

The Personnel Committee met January 30, 1991, to conduct an annual performance review of Dr. John M. Handley. The review was based upon information gathered from selected individuals in Salem Presbytery with specific knowledge of Dr. Handley's work, insights derived from members of the Personnel Committee as a result of a harmonious working relationship, insights from staff personel, and Dr. Handley's own personal statement of self evaluation.

Notwithstanding the enormous responsibilities associated with the position, Dr. Handley is an effective administrator who has created a working climate that promotes free dialogue and cooperation among the staff resulting in an efficient utilization of talents and skills. Additionally, Dr. Handley is perceived to be an individual who is creative, knowledgeable, supportive, and sensitive to the needs of others, and readily offers his assistance to pastors, sessions, congregations, and other groups within the Presbytery. He strives to serve as a bridge to get people, churches, and specific interests in touch with each other. Dr. Handley is viewed as a positive role model by many.

The Rev. Carter Shelley, Associate Presbyter for Care and Development of Leadership, has advised the Personnel Committee that she is doing well and eagerly awaits the time to return to work on February 15, 1991.

ACTIONS:

1. Presbytery commended Dr. John M. Handley, Executive Presbytery/Stated Clerk for his job performance during the past year, and offered a prayer of thanksgiving and intercession be offered for him at an appropriate time during the meeting.

2. Presbytery offered a prayer of thanksgiving and intercession and healing for the Rev. Carter Shelley, Associate Presbyter for Care and Development of Leadership.

3. Presbytery granted Program Staff in Presbytery's Office a 4 1/2% salary increase based on the anniversary date of their employment and prorated to begin January 1, 1991, which is reflected in the following amounts included in the 1991 budget:

John M. Handley	$36,888.50 + Housing
Willie D. Garvin	40,015.50
A. Carter Shelley	26,431.63 + Housing
Hewon Han	26,237.75 + Housing
Catherine J. Reed	11,308.13 + Housing

BUDGET AND FINANCE COMMITTEE
Don Lannon, Moderator

1991 Budget. Budget Preparation and Financial Oversight are among the primary functions of the Budget and Finance Committee. Therefore, we present the 1991 Proposed Budget for your consideration and approval. This budget is the result of a budget building process which included program and budget hearings. The budget has been thoughtfully prepared and approved by both the Budget and Finance Committee and the Presbytery Council. It is believed to be a realistic and balanced budget. The proposed budget represents a 4.3% increase over the 1990 budget.

1991 Asking and Acceptances. Churches in the Presbytery were asked to consider increasing their giving by at least 3% over the 1990 pledge, or to increase their pledge to the average level of giving among churches of similar size. Churches responding to this request will generate a little more than $2,000,000 in anticipated receipts in 1991.

As of January 25, 84 churches asked for $911,404 have accepted $880,670. 72 churches asked for $1,197,887 have not responded. The total amount of the acceptances and asking of churches which have not responded is $2,078,557.

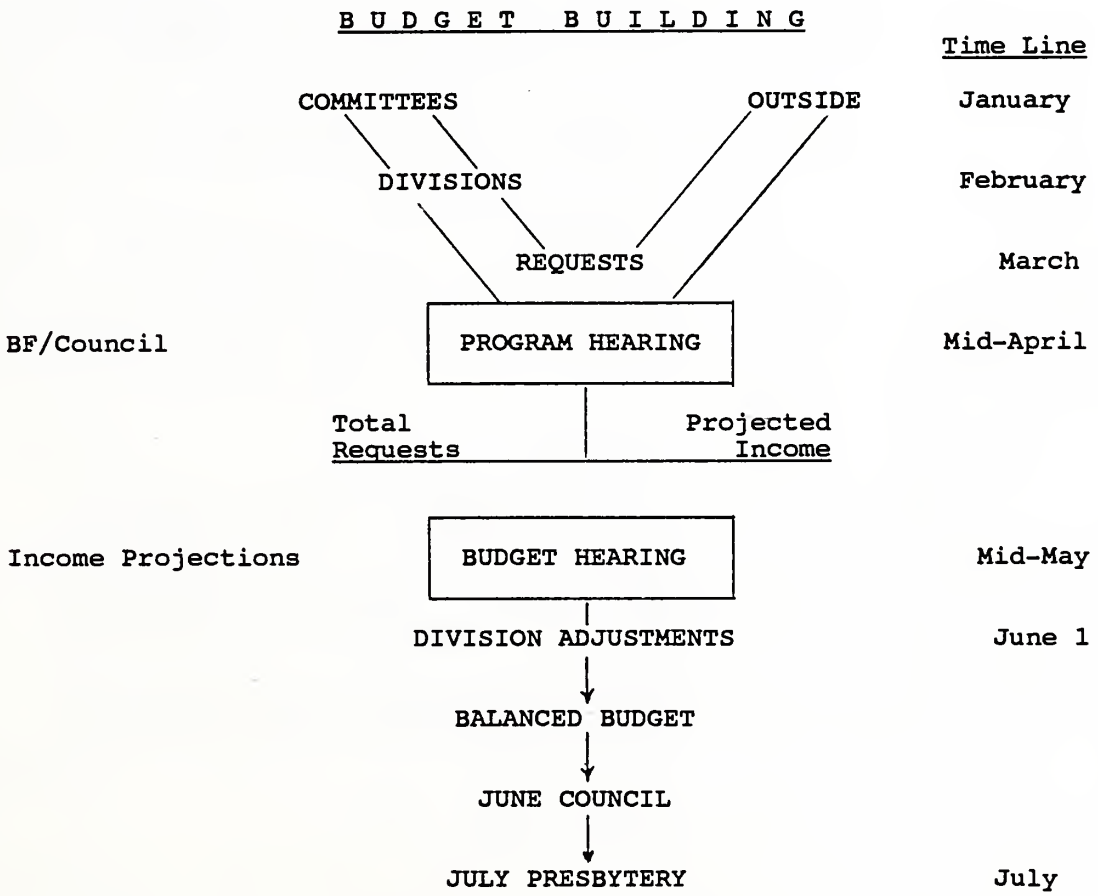
1990 Financial Update. In 1990 the Presbytery received a total of $974,210 for its general operations and expended $960,004.65, recording a surplus of $14,204.90. The surplus was due primarily to Church Development Division expending only $154,221.29 of the $214,291 allocated. Additionally, $55,600 was received after January 15, 1991 and the closing of Presbytery Books. This represents a surplus of $69,799 in 1990 funds.

1992 Budget Preparation. Many Churches in our Presbytery are finding it increasingly difficult to respond to our Benevolence Requests due to the lateness in which we are currently projecting proposed budgets for upcoming years. Many of our churches begin budget preparation in late summer and early fall, and it would be extremely helpful to have Presbytery's Asking available during this period. To accommodate the needs of our churches, we propose changing the presbytery preparation schedule from fall/winter to spring/summer.

ACTIONS:

1. Salem Presbytery Approved of the 1991 Proposed Operating Budget in the amount of $2,024,450 (Appendix A, pp. 44-58).

2. Approval of the revised time-line for the Salem Presbytery Budgeting Process as follows:



CHURCH DEVELOPMENT DIVISION

It has been a privilege for me to have served as Moderator of the Church Development Division for the past two and one-half years. This has been a challenging and rewarding experience during this transition period.

I do not want to leave without saying a word of thanks to the many people who have made my job easier during the transition to Salem Presbytery. Dave Nash and Bobby Dean, who have served as Moderator of Evangelism, James Henderson and Bill Sosebee on Small Church Support Committee, and Steve Hundley on Church Development.

I also want to thank Willie Garvin, Carter Shelley and John Handley of Salem Presbytery Staff who have worked very close with the committees.

Thanks,

Don Hart

SMALL CHURCH SUPPORT COMMITTEE
Bill Sosebee, Moderator

The Small Church Support Committee has met twice since last Presbytery. The Committee has plans for the following events for 1991:

1. A conference for small church pastors and leaders on spiritual development in the spring.

2. A caravan visitation of churches in one or two areas of Presbytery to determine their needs and to assure them of our support.

ACTION:

Presbytery approved the following salary support for these churches for 1991:

GRANTS	CHURCHES
$ 4,428.00	Allen Temple
3,600.00	Asbury
9,000.00	Calvary
540.00	Cameron
2,430.00	Clio
2,250.00	Danbury
4,500.00	Flat Rock
4,990.00	Freedom
5,670.00	Glendale Springs
2,700.00	Harmony (cluster)
7,200.00	Hills
5,400.00	Immanuel (cluster)
2,835.00	Laurel Fork
2,700.00	Love Valley (cluster)
3,150.00	Oakland
2,160.00	New Salem (cluster)
7,200.00	Reid Memorial
7,200.00	St. Paul, High Point
7,200.00	Yadkinville
3,600.00	Yadkin United
5,000.00	Dogwood Acres
$93,753.00	

Contingency:

$ 31,298.00	Designated
5,049.00	Undesignated
$ 36,347.00	
93,753.00	
$130,100.00	Total Grants

CHURCH DEVELOPMENT COMMITTEE
Steve Hundley, Moderator

The work of the Church Development Committee can be divided into three categories--Church Development (strengthening and supporting struggling churches); Church Redevelopment; and New Church Development. Most of the work of this committee the past year can be considered "Reactive". The word "Reactive" refers to requests which demand our immediate attention. Such requests have and continue to be in the areas of:

-physical improvement
-damaged and worn out physical plants
-building new churches and structures to replace old ones

During the past twelve months we have approved more than $340,000 in loans and allocated over $37,000 in grants for churches in our Presbytery. No matter what the request, we hope to assist each church redevelop or enhance their ministry along with changes in their physical plants.

We were disappointed in the disapproval of the site selected for the Korean First Presbyterian Church in Greensboro. We are presently searching for a new site, and hopefully within the next few weeks we will be able to announce a new site on which this church can build.

The Glendale Springs Church, is a small church with 52 members located in the mountain area of North Carolina. The church shares the services of its minister with another small church in the area. This church has an active youth fellowship and recently started a "singles and singles again" ministry. It reaches out to the committee with an open invitation to participate in its services. The church recently lost the furnace in its fellowship hall, curtailing all of its weekday activities. Replacement cost is $3,500.

Trinity Presbyterian Church, Winston-Salem, NC, is a small church with 106 members. Recently, the church acquired the services of a new minister who serves, also, the Winston-Salem area colleges in their campus ministry programs. Much excitement has already been generated in the accomplishments of this working relationship. This church sustained great damage during the May '89 tornadoes and recently discovered asbestos which must removed.

ACTIONS:

1. Presbytery approved a loan in the amount of $2,000 and a grant in the amount of $1,500 to the Glendale Springs Church.

2. Presbytery approved a grant in the amount of $7,500 and a loan in the amount of $13,500 to Trinity Church. Loan repayments to begin at the end of the current loan pay-off in 1992.

3. The Presbytery authorized the working out of details of the above mentioned loans by the Budget and Finance Committee.

CHURCH IN THE WORLD DIVISION

SOCIAL JUSTICE ISSUES COMMITTEE
Mary Boyd Click, Moderator

Council has called a meeting of Presbytery on March 2 for the two-fold purpose of hearing an Issues Update Presentation on Human Sexuality, arranged by the Social Justice Issues Committee, and for the purpose of voting on the constitutional amendments that require our attention.

During the morning session we will hear two presentations from members of the General Assembly Special Task Force on Human Sexuality. They are Dr Elizabeth Johnson and Dr. Marvin Ellison. Many people have said that the most important issue in the church today concerns human sexuality. The Task Force's report to the 1991 Assembly is already receiving publicity. Dr. Johnson will address the question "WHAT CAN WE GET FROM THE BIBLE TO HELP US MAKE DECISIONS ABOUT HUMAN SEXUALITY IN THE 1990'S?" Dr. Ellison will address "HUMAN SEXUALITY ISSUES IN THE 1990'S." We are fortunate to hear from these persons who have devoted so much time and thought to this sensitive issue.

After the presentations the presbytery will divide into small groups for discussion and reflection. We will reconvene for a brief worship session before lunch.

During the afternoon Session the Presbytery will proceed to vote on the constitutional amendments passed onto us from the General Assembly.

The Council and Social Justice Issues Committee recommends that everyone make a special effort to attend this meeting. Visitors will be welcomed.

The following is our proposed schedule for the meeting.

9:00 - 9:45 a.m.	"WHAT CAN WE GET FROM THE BIBLE TO HELP US MAKE DECISIONS ABOUT HUMAN SEXUALITY IN THE 1990'S?" Rev. Dr. E. Elizabeth Johnson, Dept. of New Testament Studies, New Brunswick Theological Seminary
9:45 - 9:55 a.m.	Questions for Clarification
9:55 - 10:05 a.m.	Break
10:05 - 10:50 a.m.	"HUMAN SEXUALITY ISSUES IN THE 1990'S" Rev. Dr. Marvin M. Ellison, Jr., Bass Professor of Christian Ethics at Bangor Theological Seminary, Bangor, Maine
10:50 - 11:00 a.m.	Questions for Clarification
11:00 - 11:55 a.m.	Small Groups
11:55 - 12:15 p.m.	Re-Convene for Hymns, Prayers, Closing
12:15 p.m.	Lunch
1:00 p.m.	Re-Convene to vote on Constitutional Amendments

SERVICE OF HONORABLE RETIREMENT FOR
HAROLD F. WALDRUFF

At 11:20 a.m. Presbytery joined in a Service of Honorable Retirement for the Rev. Mr. Harold F. Waldruff. The Rev. Z. N. Holler and Mr. Barry Joyce spoke of his contributions to the Church during his ministry. John Handley presented Mr. Waldruff with a framed Certificate of Retirement on behalf of the Presbytery.

WORSHIP AND RENEWAL OF BAPTISM

At 11:40 a.m. the Presbytery joined in a service of Worship and Renewal of Baptism led by David Partington, Jim Rissmiller, and Joanne Hull. The preacher was the Rev. Ann Jahnes. Phyllis Everhart was the organist.

LUNCH

Following announcements and Prayers of Thanksgiving, the Presbytery was recessed for lunch at 1:05 p.m.

AFTERNOON SESSION

At 1:55 Presbytery divided into three groups to hear sermons preached by Candidates for Ordination Susan Roddey, Ethel Simonetti, and Robert Tolar. The Presbytery then reconvened with Prayers of Intercession led by Michael Askew.

EXAMINATIONS COMMITTEE
Edwin C. Brammer, Jr., Moderator

RECEPTION OF SUSAN MACDONALD RODDEY

ACTION:

Presbytery proceeded with the examination of candidate Susan MacDonald

Roddey. She has passed the General Assembly standard exams, received a diploma from an accredited theological school, and has been examined and approved by the Examinations Committee of Presbytery.

Presbytery approved the committee and floor examination and sermon of Susan MacDonald Roddey.

a. Susan MacDonald Roddey was received and will be ordained by Salem Presbytery so that she may accept the position of Interim Associate Minister at the Graham Presbyterian Church of Graham, NC. Susan is a graduate of Davidson College and Princeton Theological Seminary. She lives with her husband in Winston-Salem.

Her credo which follows was approved.

I have faith in God who is immanent in humankind, in the church and in the supreme revelation given to us in Jesus Christ. My belief in God's providence is one of the foundations of my faith. This belief rests upon the revelation of God's creative love in the history of Israel and in Jesus Christ, whose life, death and resurrection assured us of God's ever-active, redeeming presence in and beyond history, working God's purpose out. I also believe that the immanence of God is equally matched by the transcendence of God, who can never be categorized, reasoned, or completely understood by our human experience.

As Jesus Christ taught us, I have faith that God loves us with the merciful love of a Parent. Isaiah affirmed that God loves us as a Mother who comforts weary, confused children - in this I believe. Christ affirms that God loves us as a Father, welcoming home a prodigal child with open, forgiving arms - in this I believe.

I have faith that God is Creator of all, yet much of what has been created has been corrupted by the sinfulness of humankind. Humans are alienated from God when our own selfish ambitions and goals cause us to create our own gods which we worship. Thus, our relationships with one another and God are broken, and we exploit everything around us for our own purposes. However, I believe that through Jesus Christ, God established a new covenant with us - one based on grace, whereby if we truly repent of our sins we are forgiven of our sinfulness and restored to a right relationship with God and one another. Jesus was the incarnation of God of mercy through whom we are healed of our brokenness. As a human, Jesus felt our pain and joy and was tempted by all which we are. As the unique incarnation of God, he was able to withstand these temptations and remain in perfect obedience to God's will. Because of our sinfulness he suffered and died on the cross, yet hope is given to us by his resurrection that God's presence will be with those who have faith always, and that death is conquered in the new life promised to us.

I have faith in the Holy Spirit which is the ever-active presence of God working in our lives and communities. I believe that the Spirit is the unifying power of the will of God working through responsive humans to restore a community and faith based in love and hope. It is the healing presence of Jesus Christ which has been promised to be with us eternally. I believe in the church as an institution full of the potentiality and actuality of being a restorative community of faith. The church has the power as the active body of Christ to seek to accomplish the will of God in relations with themselves and the world. It is a body which celebrates the diversity of God's creation, and the unity in this diversity caused by the working of the Holy Spirit.

I believe that the scripture are the witness of the activity of God in the world, specifically with the people Israel and through the Lord Jesus Christ. The scriptures were written by humans, who were inspired by the presence of God in their communities and lives,

and some of whom bore witness to the presence and spirit of Christ. Through the guidance of the Holy Spirit, we dare to listen for the Word of God for our age.

I believe that the sacraments are visible signs of the grace of God within the body of Christ. Baptism is a one time sign of the new consecrated life in the body of Christ offered to us entirely as a gift of grace, even while we may still be babes. The Lord's Supper is the sign of Christ's continuing presence with us as we participate together with other members of Christ's body, in the breaking of bread and drinking of the cup. Through this we are reminded of his death on the cross that he suffered for our redemption. In addition, we are reminded of our unity as the one body of Christ with the church worldwide.

I have faith that God in three persons is ever offering fresh hope from the brokenness of the world. Humans have the command and responsibility to respond to this merciful offer and gift. The kingdom of God is created on earth through the power of the Holy Spirit who empowers us to choose life and not death - to choose to live in the presence of God and witness the strength of this life and faith to others as Christ did to us.

c. The following Administrative Commission was appointed to Ordain Mrs. Roddey on February 24, 1991, at 3:00 p.m. at the Graham Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
Dr. William Weckerly	Preside & Propound Questions	Minister
Dr. Charles MacDonald Detroit Presbytery	Preach	Minister
Rev. Carter Shelley	Charge the Minister	Minister
Louise Coble	Charge the Congregation	Elder
Rev. Janet Flagg	Lead in Worship	Minister
Rev. Stewart Ellis	Prayer	Minister
Jim McClure	Clerk of Commission	Elder
Mrs. Betty Webb	Prayer	Elder
Mrs. Marguerite Schmuck New Castle Presbytery		Elder

d. Mrs. Roddey was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF ETHEL CHAFFIN SIMONETTI

ACTION:

Presbytery proceeded with the examination of candidate Ethel Chaffin Simonetti. She has passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

Presbytery approved the committee and floor examination and sermon of Ethel Chaffin Simonetti.

a. Ethel Chaffin Simonetti was received and will be ordained by Salem Presbytery so that she may accept the Call as Pastor of the Dogwood Acres Presbyterian Church of Asheboro. The Terms of Call are based on three quarter time. Ethel is a candidate under care of New Hope Presbytery. She is a graduate of Duke Divinity School, Randolph-Macon Women's College, and the University of Georgia. Most recently she has served as lay associate in the First Presbyterian Church of Durham, NC. The effective date of this Call is January 4, 1991.

b. Ms. Simonetti's credo which follows, was approved.

My self knows who she is as a child of God. At the core of my being, the divine spark of God-consciousness keeps me questing after truth, and seeking union with my Creator. Through Holy Scripture, I know Whose I am. I belong to the timeless, all-knowing, all-powerful, all-loving God Who is, at once, my parent, my brother, and my spiritual empowerment. By the mystery of the triune God--Father, Son, and Holy Spirit--offered to all humanity in holy Covenant, I see that God claims me, shepherds me, instructs me, sustains me, and redeems me. As a sinner who fails to use all her gifts and energies to God's glory and aims, I yet find endless second chances for wholeness, unity, and perfect freedom, by God's grace.

My response to God's lovingkindness is through the Church, which God called into being as the context of our search for ultimate meaning and as the wellspring of our Christian mandates. As a witness of Jesus Christ, I participate liturgically in the life and death of our Lord Who saved the world from death by sin. The thrust of justice in Jesus' teaching and action prompts me, as well, to acts of service, voluntarism, advocacy, and evangelism--for His name's sake. Choosing the Presbyterian way of being with others in the Body of Christ, I am responsible to my Lord and God through a unique polity which fosters mutual accountability within the gathered community.

Remembering the passion and death of Christ through the corporate reenactment of the Lord's Supper, I find sacramental Holy Communion with God, other disciples, and the saints. Celebrating new life through the institution of Baptism, I grasp my connectedness to all of creation, and find spiritual rebirth in the family of God. Relying on the Holy Spirit to inform my public witness, I can tap my strengths and turn in my weaknesses. Accepting God's infinite invitation to a mortal pilgrimage of faithfulness and striving, I dare to trust in God's promise of eternal life.

My part in the reign of God calls me prayerfully to follow the lessons of Holy Scripture in my daily life. Interpreting the Creeds and Confessions of God's Holy Church through the "spectacles of Scripture" John Calvin would have believers wear, I see God's triumph in the claiming of all persons of every description, from all places, and in all walks of life as God's own. I see God's majesty in the encouragement of all facets of the universe towards harmony and interdependence. I see God enthroned not in splendor, but emanating throughout time and space, stooping low to reveal inequities and mercy, and lifting high the cross of Christ.

c. Presbytery approved the establishment of a Pastoral relationship between Ms. Simonetti and the Dogwood Acres Presbyterian Church effective January 4, 1991; approved the following terms of call; and the call was ordered placed in her hands.

Salary/S.S.	$13,193.40
Use of Manse	Provided
Utilities Allowance	2,000.00
Automobile Allowance	1,950.00
Book/Continuing Ed.	375.00
Pension/Medical Insurance	5,135.37
Moving Costs	Provided
Vacation	Four weeks (includes four Sundays paid)
Study Leave	Two week (includes two Sundays paid)

d. The following Administrative Commission was appointed to Ordain and Install Ms. Simonetti as Pastor of the Dogwood Acres Presbyterian Church on February 24, 1991, at 4:00 p.m. at the Dogwood Acres Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
Rev. John Handley	Preside & Propound Questions	Minister
Rev. W. Russ Ward	Preach	Minister
Rev. Laura Spangler	Charge the Minister	Minister
Rev. Phyllis Kort	Charge the Congregation	Minister
Rev. Charles Fitzpatrick	Lead in Worship	Minister
Mrs. Jane Miller	Lead Prayer	Elder
Dr. John Roberson	Read Scripture	Elder

e. Ms. Simonetti was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF ROBERT R. TOLAR, JR.

ACTION:

Presbytery proceeded with the examination of candidate Robert R. Tolar, Jr.. He has passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined by the Exminations Committee of Presbytery.

Presbytery approved the committee and floor examination and sermon of Robert R. Tolar, Jr..

a. Robert Richard Tolar, Jr., was received and will be ordained by Salem Presbytery so that he may accept the Call of the First Presbyterian Church of Asheboro to be their Associate Minister. Robert is a graduate of Marshall University in Huntington, WV with both a B.A. and M.A. in Counseling. He has, as of December 1990, a M.Div. from Union Theological Seminary in Richmond, VA. Roger's wife, Paige, is also accepting the job of DCE at First, Asheboro. The effective date of this Call is January 15, 1991.

b. His credo which follows, was approved.

I believe in God Almighty, maker of heaven and earth. This one, true God has revealed Godself in three distinct persons: Father, Son and Holy Spirit. There are not three gods, but three persons; eternal and equal, inseparable and without confusion, and divine in nature. This "one" God is worthy of our praise.

Father God is a loving God calling us to care for all creation. God created us as human beings to live in community and to respond in obedience. Our God is also gracious, offering the ultimate gift, forgiveness of sin through Jesus Christ. **Son** Jesus Christ came to this earth to seek and save the lost. In his life and death, God's redeeming love was made known; in his resurrection there is the assurance of God's victory over sin and death and the promise of God's continuing presence in the world. Jesus Christ is present in my life. I claim him fully as my Lord and Savior! **Holy** Though the power of the Holy Spirit, God's **Spirit** guiding and reconciling activities in the world continue. With this Spirit we gain empowerment and actively experience God in our lives.

All power in heaven and on earth is given to Jesus Christ. God has placed all things under the Lordship of Jesus and made him the head of the church. Christ gives the church its faith, life, unity and mission. The mission of the church is to tell the world about the good news of salvation to be found through faith in Jesus Christ

as Lord and Savior. The church is called to a practical ministry; feeding the hungry, loving the outcasts, spiritual strengthening, guiding persons in daily struggles of life...we are simply called to serve!

I confess the Scriptures to be the Word of God written, witnessing to God's authority. The actual words were written by human hands. But, these words were inspired by God and are thus able to enlighten and instruct humankind, through the Spirit, about God.

I believe in two Sacraments, Baptism and the Lord's Supper. Both are God's acts of sealing the promises of faith within the community of faith. Baptism is a sign and seal of God's grace in the recognition of Christian commitment. Baptism is a covenant between God, the person being baptized, the parent(s) and the church. Lord's Supper: we remember and are renewed by the memory of Christ's life, death, resurrection and promise to return. The church gives thanks for all God has done and all that will be done. The people are sealed in God's covenant of grace through this partaking of Christ's self-offering.

I hold true to the central points of the Reformed tradition in that they guide my perspective on faith: sovereignty of God, election, stewardship and obedience

c. Presbytery approved the establishment of an Associate Pastor relationship between Mr. Tolar and the First Presbyterian Church of Asheboro effective January 15, 1991; approved the following terms of call from the First Presbyterian Church of Asheboro; and the call was ordered placed in his hands.

Salary	$17,000.00	
Housing/Utilities	7,500.00	
Social Security Reimb.	1,600.00	
Medical/Pension	6,786.00	
Continuing Education	500.00	(as used)
Books	300.00	(as used)
Automobile Allowance	2,100.00*	
Moving Costs	Actual	
Vacation	Four weeks	
Study Leave	Two weeks	

*Based on 10,000 miles @ .21/mile

d. The following Administrative Commission was appointed to Ordain and Install Mr. Tolar as Associate Pastor of the First Presbyterian Church of Asheboro on March 3, 1991, at 4:00 p.m. at the First Presbyterian Church of Asheboro.

NAME	RESPONSIBILITY	MINISTER/ELDER
R. Scott Woodmansee	Preside & Propound Questions	Minister
Robert R. Tolar, Sr. West Virginia Presbytery	Preach	Minister
W. Russell Ward	Charge the Minister	Minister
William Neely	Charge the Congregation	Elder
Jane Miller	Lead in Worship	Elder
Ethel Simonetti	Lead in Worship	Minister
William A. Leist Greater Atlanta	Lead in Worship	Minister

e. Mr. Tolar was instructed to sign the obligations required of a minister to be enrolled in presbytery.

ACTION:

Presbytery approved the committee and floor examination of George H. Murray, IV in accordance with Book of Order G-11.0402.

a. The Reverend George Henry Murray, IV, was received from New Hope Presbytery so that he may accept the Call of the Kernersville First Presbyterian Church of Kernersville, North Carolina. George is a graduate of Belhaven College and Trinity Evangelical Divinity School of Deerfield, IL. He also has a Th.M from Duke Divinity School. He is presently serving the Wacona Presbyterian Church of Washington, NC. The effective date of this Call is December 1, 1990.

b. His credo which follows, was approved.

I believe in one living and true God, the Creator, Sustainer, and Ruler of all that exists, "whom alone we must serve, whom only we must worship, and in whom alone we must put our trust." (Scots Confession, 3.01) He is eternally existing as one God, yet distinct in three persons--Father, Son, and Holy Spirit. This existence is indeed a mystery that I cannot fully understand, yet God has revealed himself to me as the Father whose love, power, and wisdom are infinite; as the Son whose life, death, and resurrection secure for me a righteousness that is not my own, a reconciliation that I could not negotiate, and an adoption that is eternal; and, as the Holy Spirit who sought me, conforms me to God's image, and empowers me to accomplish His will.

I believe that the above is true through a personal relationship with the living Word, Jesus Christ,"...God of God, Light of Light; Very God of Very God...;Who for us men, and for our salvation, came down from heaven; And was incarnate by the Holy Spirit of the Virgin Mary...." (Nicene Creed) Jesus in his living, dying, and living again supremely reveals to all humanity God's nature and will. Everything that Jesus said and did was a means of communicating his personal testimony concerning the nature and character of God. He died on the cross and shed his blood as an atonement for the sins of men and women. After three days in the tomb, He was resurrected, opening the door of death for the continuation of life. Jesus Christ is the assurance of God's victory over sin and death. He ascended into heaven and will return personally, according to his promise.

Our relationship with God was initiated (regeneration) and is nurtured (sanctification) by the Holy Spirit "whom we confess to be God, equal with the Father and with his Son, who sanctifies us, and brings us into all truth by his own working...." (Scots Confession, 3.12) He dwells in all believers, uniting us together and uniting us to Christ. He calls and anoints people for particular ministries in the Church, the Body of Christ, providing spiritual gifts that we, Christ's body, might "no longer be infants" but that we might "grow up" into Christ our Head.

As Jesus is the living Word, so I believe that Scripture is the written Word of God. Scripture is "God-breathed" and therefore represents exactly what God wanted to communicate to us. It is the Divine and final authority for Christian faith and life. The Holy Scriptures are not meant to be worshipped but rather to reveal the God we are to worship, and only the Holy Spirit can cause the teaching of the Word of God to grip our hearts and change our lives. This Word of God invites us to trust him, to receive him, and to apply to our lives his revealed will. Because of this, faithful biblical preaching is of the utmost importance in the life of the Church.

I believe that the Church consists of those regenerated and sustained by the power of the Holy Spirit. The Church shall order its life in ways that demonstrate its faithfulness to God's eternal purpose for the world; expressing itself in worship, the Sacraments, fellowship, evangelism and service.

I believe that our Christian life should be one of growing closer to God each day of our lives, counting the costs, "laying aside the sin which so easily entangles us," and following the Lord -- not out of a mere sense of duty but out of gratitude and praise for what has been done for us. When we understand that this is God's desire for us, as individuals and as a community, then we will be witnesses of God's grace to a lost world that desperately needs him. We will announce the Gospel, heal the sick, feed the poor, and proclaim justice and righteousness.

I believe that God is in control of history. His promises are sure. In Christ is our hope -- both now and forever. It is Christ who shall end history when he fulfills his promise to personally come again. For many it will be a day of wrath, but for those in Christ it will mean forever being with the Lord. As we wait for that day, we are not to be idle but are to continue the Church's mission to glorify our Savior and Lord.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Murray and the First Presbyterian Church of Kernersville effective December 1, 1990; approved the following terms of call; and the call was ordered placed in his hands.

Salary	$16,300.00
Use of Manse	Provided
Utilities	2,000.00
Auto Allowance	2,250.00
Books/Cont. Ed.	500.00
Pension/Insurance	5,931.00
Moving Costs	500.00
Social Security	1,247.00
Vacation	*4 weeks
Study Leave	2 weeks

d. The following Administrative Commission was appointed to Install Mr. Murray as Pastor of the First Presbyterian Church of Kernersville on February 10, 1991, at 10:30 am. at the First Presbyterian Church of Kernersville.

NAME	RESPONSIBILITY	MINISTER/ELDER
William East	Preside & Propound Questions	Elder
Robert Ferguson East Tennessee Presbytery	Preach	Minister
George H. Murray, III East Tennessee Presbytery	Charge the Minister	Minister
Richard Shelor Western North Carolina	Charge the Congregation	Minister
Robert Hartsell	Lead In Worship	Elder
Margaret Burks		Elder
Max Deal		Minister
Fred Coates		Minister

e. Mr. Murray was instructed to sign the obligations required of a minister to be enrolled in presbytery.

ACTION:

Presbytery approved the committee and floor examination of Richard S. Wurst, Jr. in accordance with Book of Order G-11.0402.

a. The Richard (Rick) Wurst, Jr., was received from Southern New England Presbytery so that he may accept the Call as pastor of the Stony Creek Presbyterian Church of Burlington, NC. Rick is presently associate pastor of the First Presbyterian Church of New Canaan, CT. He is a graduate of Union Theological Seminary in Richmond and Wake Forest University. The effective date of this Call is November 18, 1990.

b. His credo which follows, was approved.

I believe in God: creator of the universe, sustainer of life, judge of creation, and redeemer of all that is touched with human sinfulness. This God, whose ancient name is Yahweh, designed the heavens and the earth and the laws which govern them. Humanity is part of God's good creation and the essence of human beings is the image of God which we were made.

There is, however, another aspect to being human--rebelliousness. Like Cain, who wore a mark on his forehead, we all carry the effects of our rebellion against God. But God has chosen to forgive us of our sins and restore us to wholeness. For Cain, God's mark became his salvation; in the same way, God's grace becomes our salvation.

For this purpose God sent a redeemer into the world. Whose name was Jesus. Jesus is the Christ, the Son of God, who is present from the beginning of time until the end. During his life on earth Jesus faced the same temptations, struggled with doubts, evil, wrong doing, and injustice just as we, for he was fully human. Yet he was unique. He did not live in rebellion. Bearing the grace of God from birth he was able to live so that he neither disobeyed God nor damaged another human being. A victim of evil not his own, Jesus was crucified to atone for the sins of the world. With his birth, life, death and resurrection Jesus took the form of human flesh and bore the pain, confusion and sin of this world in his body in order to proclaim God's tremendous love for all the world. In the life and death of Jesus, God has acted to reveal the love and power which restores sinful humanity to wholeness and a right relationship with God.

Before his death, Jesus explained to his disciples that his work of preaching, teaching, healing and calling followers would continue. They would become Christ's representatives on earth and carry out the ministries Jesus began. For this purpose the Church was called into being and continues her ministry with us. Today, we the redeemed are called to preach the gospel, work towards the restoration of wholeness for individuals and communities, and teach the judgment and love of God. In order for there to be power and authority in what the Church does, God has sent the Holy spirit to live among us. The Spirit is the presence and power of Christ among God's people on earth.

After his death, God raised Jesus from the dead to everlasting life. In his place, the Holy Spirit abides with all God's people on earth. The Spirit gives the gift of faith to all who will receive it. We are saved by grace through faith. Grace gives us the ability to see the reality of our own sinfulness and God's forgiveness; faith gives us the ability to believe in God's love.

During his life, Jesus instituted the Sacraments for the benefit of the church. In the Presbyterian Church we celebrate two Sacraments: Baptism and the Lord's Supper. Sacraments symbolize

sacred truths: the priesthood of all believers, the faithfulness of God's love, Jesus submission to God's will and the need for our own careful nurturing of each other. Breaking bread and taking nourishment as a family in the Eucharist represents the deep love and support of God. As we partake of the bread and wine Christ is present and power to all who believe and repent of their sins. Christ is also present in power at Baptism, the signal of one's entrance into the Covenant community. Baptism is the sign and seal of God's steadfast love for us through the shedding of Christ's blood. Baptism also represents the dying of the self and the rising anew with Christ to eternal life.

God has created a Covenant with people of many times and places. We are called to go out into the world as a part of this Covenant community proclaiming God's love for the people of this earth. God has given us the Scriptures in order to learn about God and to teach about God. These scriptures (the Old and New Testaments) are ancient teachings inspired by the Holy Spirit. They tell how God acts to meet the needs of people in pain, loss, doubt, despair, and sin. God is uniquely revealed to us by the Holy Spirit in the life, death and resurrection of Jesus Christ as recorded in the Scriptures.

We know love because God has first loved us; God's love is unfailing and unending. I believe the promise that God has the ultimate victory over sin and death, and that God will restore us to wholeness, both individually and corporately.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Wurst and the Stony Creek Presbyterian Church effective November 18, 1990; approved the following terms of call; and the call was ordered placed in his hands.

Salary	$18,000.00
Use of the Manse	5,400.00
Utilities Allowance	2,200.00
Automobile Allowance	2,500.00
Furniture Allowance	2,000.00
Med.expense reimbursement	1,500.00
Book/Continuing education	1,000.00
Pension/Medical insur.	6,593.00
Moving Costs	3,155.49
Social Security	1,958.00
Church related entertain.	300.00
Vacation	4 weeks not to exceed 4 Sundays
Study Leave	2 weeks not to exceed 2 Sundays

d. The following Administrative Commission was appointed to Install Mr. Wurst as Pastor of the Stony Creek Presbyterian Church on February 17, 1991, at 7:30 p.m. at the Stony Creek Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
John M. Handley	Preside & Propound Questions	Minister
Susan Power Truchsess Southern New England Presbytery	Preach	Minister
Lee Adkins New Hope Presbytery	Charge the Minister	Minister
Phyllis Kort	Charge the Congregation	Minister
Bill Carmines	Lead in Worship	Minister
Leo Boswell	Lead in Worship	Elder
D. J. Walker, Jr.	Lead in Worship	Elder
Willis Gaines Coastal Carolina Presbytery	Lead in Worship	Minister

e. Mr. Wurst was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF JAMES A. MITCHAM

ACTION:

Presbytery approved the committee and floor examination of James A. Mitcham in accordance with Book of Order G-11.0402.

a. The Reverend James Mitcham was received from Detroit Presbytery. Rev. Mitcham is honorably retired and living in Winston-Salem, NC.

b. His credo which follows, was approved.

I believe in God the Father Almighty maker of heaven and earth. There is no higher intelligence than God, the creator. Try as humans have done -- the intellectual limit has reached its apex attempting to breathe into his robots' nostrils the breath of life "and man became a living soul." Thus, human life, nature, the birds in their flights can only be described, but never created. God's will alone has the power to choose the times and places any form of life shall exist. No person can boast of such creative power.

I believe that God in his chosen time sent His son, Jesus Christ into the world. Seeing the sin of humankind, and its innate inability to save itself from destruction, God made a way through Christ for the believing person to have the offer of salvation and redemption. Jesus entered the world, fully human and fully divine, to share an earthly life with his chosen followers, demonstrating how the love of God can exist between human beings even the least of those in the kingdom. Through His teaching, and healing miracles, parables of the kingdom, Jesus opened the way to God. He gave His earthly life as a sacrifice for the sin of the world. He came as a redeemer to save without losing himself. Through his obedience to the will of His loving Father, He was raised from the grave in the resurrection and ascended to God.

I believe in the Holy Spirit, the gift of God who is the comforter, living the world today. The church is the gathering of women and men where learning of God's creative power of love, grown in fellowship with one another. I believe in the Bible, the inspired word of God spoken to any who accepts in faith, in its many translations to the church and God's people. No matter what the form or structure of the church, Jesus Christ is still the head of the church. Through the Holy Spirit all human effort is superseded by the will of God unifying the church and cleansing it.

I believe in the power of Jesus Christ present in the Sacrament of Baptism and Holy Communion. God speaks to the celebrant, worship of water, bread and wine, all expressing our membership in the body of Christ and remembrance of His sacrifice for our sakes.

I believe that sin is a reality, that evil permeates the life of the world as well as the common good. Thus, the challenge facing the church and the Christian community is to overcome the fallacy that the power of evil can overcome the power of God. Ultimately, Jesus will reclaim his people and the kingdom on earth will prevail.

c. Mr. Mitcham was instructed to sign the obligations required of a minister to be enrolled in presbytery.

ACTION:

Presbytery approved the committee and floor examination of Christopher E. Zorn in accordance with Book of Order G-11.0402.

a. The Reverend Christopher Edward Zorn was received from Western Carolina Presbytery so that he may accept the Call of pastor at the John Calvin Presbyterian Church of Salisbury. Chris is presently pastor of the Sherrills Ford Presbyterian Church of Sherrills Fords, NC. The effective date is January 20, 1991.

b. His credo which follows, was approved:

I believe there is one God eternally existent in three persons: Father, Son and Holy Spirit. I believe that the Lord Jesus Christ is fully God and fully human. I believe in His virgin birth, in His sinless life, in His miracles, in His atoning death for our sins, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. I believe in the work of the Holy Spirit who softens the hearts of the unbelievers and draws them to repentance and faith in Jesus Christ. I believe that a person is saved by the sovereign work of God and by God's grace through a simply child-like faith or trust in Jesus Christ and Him alone. I believe that a person's greatest need is to know Christ as Lord and Saviour.

God is revealed to humankind through creation, through the Spirit, and through the person of Christ. God is especially revealed through the Scripture, which are the Word of God. I believe the Scriptures to be by the inspiration of the Holy Spirit, the unique and ultimate authoritative witness to Jesus Christ. I believe the Scriptures are authoritative in all that they teach concerning faith and practice for the Christian life.

I believe the Sacraments were instituted by Christ and are the signs and seals of the blessing of God. These sacraments are outward signs of the inward experience of God's grace. They provide a means whereby we reaffirm our status as Christians set apart unto Christ. God has given these means of grace in conjunction with faith and the Word of God for the upbuilding of the body of Christ on the earth.

The Church consists of all who profess faith in Jesus Christ, and is in its every essence connectional. We are connected to Christ as the Head of the Church, and to the various members of the Church as His body. The Church, as the body of Christ, exists under Christ's Lordship, proclaiming to a fallen world through its word and deed the hope that is the gospel.

As a pastor I see myself as under the authority of Scriptures, guided by our confessions, and governed by our Church's polity and discipline. I believe in the priesthood of all believers which our representative church government expresses. The connectional nature of our Church, the appreciation for orderliness in polity and worship, and the affirmation of the priesthood of all believers are central elements in my understanding of ministry.

In sum, I believe that God's love has been clearly shown in Jesus Christ and that it is God's will that all people be saved. Our responsibility as ambassadors of God's love is to proclaim this Good News in word and deed to all the world.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Zorn and the John Calvin Presbyterian Church effective January 20, 1991; approved the following terms of call; and the call was ordered placed in his hands.

Salary	$22,800.00
Utilities Allow. up to	3,600.00
Automobile Allowance up to	2,400.00
Book/Continuing Ed.	1,000.00
Pension/Medical Insur.	7,706.00
Moving Costs	Total
Social Security	2,268.00

Up to 10% of salary designated for appurtenances.
Option after July 1, 1991, for a housing allowance of 30% of salary ($570/month during 1991) to replace the "Use of Manse" and "Utilities Allowance" as provided above.

Vacation	Four weeks
Study leave	Two weeks

d. The following Administrative Commission was approved to install him as the Pastor of John Calvin Presbyterian Church, Salisbury, NC on February 24, 1991 at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
John Handley	Preside & Propound Questions	Minister
Richard Morgan Western NC Pres.	Preach	Minister
Woody Alexander	Assist in worship	Minister
Ed Lewis	Charge the Minister	Minister
Bob Matthews	Charge the Congregation	Minister
Bob Lewis	Assist in worship	Minister
Hoyt McCachren	Question Congreg.	Elder
Celeste Wilkinson	Complete Commission	Elder
Al Hoffman	Complete Commission	Elder
D.S. McNeely, Jr.	Complete Commission	Elder

e. Mr. Zorn was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF FRANK COLLIER

ACTION:

Presbytery approved the committee and floor examination of Frank Collier in accordance with Book of Order G-11.0402. In addition to his examination, Mr. Collier reaffirmed his Ordination vows in order to re-enter the Presbyterian Church (U.S.A.) from the Church of Scotland.

a. The Reverend Frank Collier was received from the Church of Scotland as an honorably retired minister. He will be serving in the cluster group of churches in the Statesville area. Frank was ordained in Concord Presbytery. He has served for the last nine years in the Church of Scotland. The effective date of his work in the cluster is January 1, 1991.

b. His credo which follows, was approved.

Everything beings with God, as revealed in the Scriptures of Old and New Testaments. I look on the Bible as my rule of what to believe and how to live, as well as my 'license' to serve as a Minister of the Word.

Jesus Christ, the Son of the Living God, is my only hope of Salvation, through my faith that his death at Calvary and resurrection on the third day have redeemed the sins of all believers, including me. I am conditioned theologically by

my upbringing and later ministry in the Church of Scotland, and by my training for Ministry at Union Theological Seminary in Virginia. I subscribe to the Westminster Confession of Faith which I consider a remarkable theological document for its time; however, I have difficulty with Chapter 3 (Double Predestination) and I prefer Chapter 10 (The Power of the Gospel to Salvation).

I accept the Church's teaching about and the Bible's authority for the two Sacraments - Baptism and Lord's Supper - which I believe to be means of grace given us by Jesus himself. To me the most important aspect of the Sacraments is what Christ is doing for sinners through them.

My pastoral view of preaching is close to sacramental, in that the whole power of preaching is what God is doing for believers through (and sometimes in spite of) the words of the preacher. I therefore believe that "no preacher should offer God what costs him nothing!"

I view the pastoral task as most important as I see it as a continuation of Jesus' own ministry of mercy and compassion. I subscribe heartily to the Presbyterian form of government for two reasons: a) it is scripturally correct and b) it works. I have several times witnessed the General Assembly of the Church of Scotland convinced by "one small voice," which clearly spoke a word for the Wisdom of God.

I have no problems in respect of the ministry of women in the Church, having supported strongly the ordination of women as Ruling and Teaching Elders. I have always sought to have women serve on any Church Session which I have moderated.

In conclusion, although I cherish my Scottish heritage, I have no ethnic or racial problems or 'hangups.'

c. Mr. Collier was instructed to sign the obligations required of a minister to be enrolled in presbytery.

COMMITTEE ON MINISTRY REPORT
Judson Milam, Moderator

Since last Presbytery, Committee On Ministry Committee has met four times. The Professional Development Committee sponsored a one-day Theology Reading Group that was very successful as well as a Tom Long Preaching Workshop. The majority of the Committee On Ministry work has concerned churches' calls to new pastors and the supplying of preachers and moderators for recently vacated pulpits.

PERMISSION TO LABOR OUTSIDE THE BOUNDS

ACTION:

The following actions of the Committee on Ministry concerning permission to labor outside the bounds were admitted to the record of Salem Presbytery as its actions:

a. The Reverend Jeff Smith to labor outside the bounds of Salem Presbytery in the Presbytery of Western North Carolina so that he may accept the interim position as pastor at the Unity Presbyterian Church in Denver, NC. The effective date is November 18, 1990.

b. The Reverend James (Jim) Mauldin to labor outside the bounds of Salem Presbytery in the Presbytery of the Peaks so that he may supply the Mary Horner Walker Presbyterian Church, the Bethel Presbyterian Church, and the Danube Presbyterian Church, all of Claudeville, VA.

c. The Reverend Bobby Dean was allowed to labor outside the bounds of Salem Presbytery in the Presbytery of Western Carolina so that he may accept the public relationship position at the Grandfather Home for Children in Banner Elk, NC.

d. The Reverend Lisa Lamb to be a member-at-large and labor outside the bounds of Salem Presbytery in the West Virginia Presbytery.

e. The Reverend Frances (Fran) P. Olson to continue to labor outside the bounds of Salem Presbytery in the Presbytery of New Hope in the new position of Interim Associate Minister of the University Presbyterian Church of Chapel Hill, NC.

MINISTER ACCEPTING A CALL WITHIN THE PRESBYTERY

ACTION:

The call of the First Presbyterian Church of Salisbury to the Reverend Malcolm M. Bullock as Associate Pastor was approved. The effective date is January 10, 1991. Malcolm is currently servng as Pastor of the Thyatira Presbyterian Church.

a. The following Terms of Call were approved for Malcolm M. Bullock:

Salary	$23,000.00
Use of Manse	Provided
Housing Allowance	9,000.00
Automobile Allowance	2,700.00
Books/Continuing Ed.	900.00
Benefits Plan	9,516.00
Moving Costs	Total
Study leave allowance	1,000.00
Social Security Equiv.	2,601.00
Furnishings	1,000.00
Vacation	Four weeks
Study Leave	Two weeks

b. The following Administrative Commission was appointed to Install him as the Associate Pastor of the First Presbyterian Church, Salisbury on February 3, 1991, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
John M. Handley	Propound Questions	Minister
Robert M. Lewis	Preside & Preach	Minister
Leland Richardson	Charge the Minister	Minister
David Jordan	Charge the Congregation	Elder
W. R. Perrell	Read Scripture	Elder
Ms. Lilliesteen Harris	Installation Prayer	Elder
Mrs. Mildred Hart	Offeratory Prayer	Elder
Mrs. Miriam McNeely	Pastoral Prayer	Elder

STATED SUPPLY RELATIONSHIP

ACTION:

The following action of the Committee On Ministry was admitted to the record of Salem Presbytery as its action:

a. The Rev. Clark Porter was approved as Stated Supply of the Whispering Pines Presbyterian Church of Asheboro for a period of six months, beginning January 6, 1991.

INTERIM MINISTERS:

ACTION:

The Rev. J. Stimson Hawkins was approved as Interim Minister at the Crestwood Presbyterian Church of High Point. The position will be on a six-month basis with the provision that either party may terminate the agreement with a 30-day notice. The effective date is November 5, 1990.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTIONS:

The following actions of the Committee On Ministry concerning ministers transferring to other Presbyteries were admitted to the record of Salem Presbytery as its actions:

a. The Reverend W. T. Perkins was dismissed to New Hope Presbytery so that he may receive honorable retirement. Rev. Perkins has recently been laboring outside the bounds of presbytery in Richmond, VA in secular work.

b. The Reverend Russ Howard was dismissed to Pittsburgh Presbytery so that he may accept the Call of the Hamilton Presbyterian Church of Pittsburgh. Russ has been serving the Vandalia Presbyterian Church of Greensboro. The effective date is January 20, 1991.

c. The Reverend Tempe Lee Earl Fussell, a member-at-large of Salem Presbytery, was dismissed in that same status to the Presbytery of Newton (New Jersey). Tempe has recently been laboring outside the bounds of Salem in Newton doing supply work. The effective date is November 13, 1990.

PERMISSION TO LABOR INSIDE THE BOUNDS

ACTION:

Presbytery approved the Rev. Sarah Martin of the Presbytery of the Peaks to labor inside the bounds of Salem Presbytery so that she may do supply preaching and workshops in counseling related areas. She is presently a "Resident Fellow-in-Training" with North Carolina Baptist Hospital.

APPOINTMENT OF MODERATORS

ACTIONS:

a. The Rev. Paul Woodall was appointed as Moderator of the Session at the Vandalia Presbyterian Church of Greensboro.

b. The Rev. Jim Banbury was appointed as Moderator of the Session of the Old Town Presbyterian Church.

DISSOLUTION OF PASTORAL RELATIONSHIPS

ACTIONS:

The following actions of the Committee On Ministry concerning dissolution of Pastoral Relationships were admitted to the record of Salem Presbytery as its actions:

a. The relationship between The Reverend Robert (Bobby) Floyd Dean and the Old Town Presbyterian Church of Winston-Salem was dissolved as of December 9, 1990.

b. The relationship between The Reverend Elizabeth L. Lamb (Lisa) and the First Presbyterian Church of Asheboro was dissolved as of February 28, 1991 and that Lisa be listed as a Member-at-Large.

c. The relationship between The Reagan Gibbs and the Collinstown/Francisco Churches was dissolved as of December 31, 1990.

HONORABLE RETIREMENT

ACTIONS:

a. Presbytery approved the honorable retirement of The Rev. Everett Augustus Hewlett, Sr. (Gus) effective December 31, 1990. Gus has recently been serving the Booneville Presbyterian Church.

b. Presbytery set aside a special Order of the Day for the retirement service for The Rev. Harold F. Waldruff, recently retired from the Madison Presbyterian Church.

ACTION:

The Changes In Terms of Call were approved. (Appendix B, pp. 59-65.)

MOTION TO POSTPONE ADJOURNMENT

Presbytery postponed adjournment until 4:00 p.m.

COMMITTEE ON PREPARATION FOR MINISTRY
Z. N. Holler, Moderator

The Committee met in November and December at the Presbyterian Church of the Covenant.

First semester grants-in-aid were made to five of our students, one candidate and four inquirers. The money was allocated on the basis of financial statements of need and covered 80.7% of the short fall declared by these students. The Committee followed the revised financial guidelines approved by presbytery at its October meeting and found them to be very satisfactory. The total allocation was $6995.

Christmas gifts of $50 for each inquirer and candidate were distributed with greetings from the Committee. These were much appreciated by the recipients.

ACTIONS:

a. Allison Moody, an inquirer in covenant with Salem Presbytery who has satisfactorily completed the inquiry stage of the preparation process, was examined by presbytery with respect to his Christian faith, Christian service, and motives for seeking the ministry, and, pending a successful examination, that a commission will be appointed by the Moderator to receive him as a candidate in the presence of his home congregation, First Presbyterian Church, Salisbury. (See Book of Order, G-14.0305 e, h)

b. Katherine Leigh Carpenter, a member of the New Creation Community Presbyterian Church, Greensboro, was enrolled as an inquirer in covenant with Salem Presbytery. (See Book of Order G-14.0303 e)

c. Elizabeth McCreary was dismissed to the Presbytery of the James to accept a call to the Overbrook Presbyterian Church in Richmond, Virginia.

PRESBYTERIAN HOME AND FAMILY SERVICES

Don Hamilton gave a brief report for the Presbyterian Home and Family Services, sharing information about their various programs.

SELF DEVELOPMENMT OF PEOPLE COMMITTEE

Jesus of Nazareth befriended and assisted poor and oppressed people teaching his followers the same primary responsibility. By funding since 1970 Self-Development of People projects, the Presbyterian Church (U.S.A.) lives out the primary responsibility taught by Jesus and demonstrates its solidarity with poor people around the world.

In order to participate more fully in this ministry, Salem Presbytery has organized a Self-Development of People Committee. This committee, chaired by Elaine Handley, will seek to serve in concrete and monetary ways people who:

1. are oppressed by poverty or by social systems;
2. want to take charge of their own lives;
3. have organized to do something about their own conditions;
4. have decided what they are going to do that will produce direct long-term benefits;
5. will control the projects which they initiate.

Funding for the projects will come Salem Presbytery's contribution to the One Great Hour of Sharing Offering. Approximately one-sixth (1/6) of the funds contributed within our Presbytery will come back to the committee for its use.

Applications for grants will be accepted until March 15, 1991, with the first grants being dispersed about two months later.

For further information about specific requirements or applications for assistance, contact Hewon Han at the Presbytery office (919/766-3393).

REPORT OF THE STATED CLERK
John M. Handley

The Judicial Case involving the matter of the Presbyterian Church (U.S.A.) vs Murdock and Woodard has been a difficult and troublesome process for Salem

Presbytery. One troublesome facet of the matter has been the attempt to provide the requested legal aid to the defendants provided for in D-8.1000b.

As reported earlier the legal fees of the lawyer requested by Ms. Murdock and Mr. Woodard for the trial before Salem's Permanent Judicial Commission were $11,000 plus expenses. That was based on $100 an hour which is a reasonable rate according to comparisons with other legal fees.

The Rules of Discipline state that in such cases the Presbytery is to pay "reasonable" legal costs (D-8.1000b.). The lawyer for Ms. Murdock and Mr. Woodard has now submitted a $29,800 bill for the appeal before the Synod Judicial Commission, plus expenses.

That is a troublesome figure--not just because of its size. The general pattern of the preparation time of appeals as compared to the original trial runs between 1/4 and 1/2 of that initial preparation. If that is the general pattern, a maximum of $5,500 would be "reasonable" and $4,000 would be average.

There were no new approaches and no new evidence claimed by the defense in the Synod Permanent Judicial Commission's finding for the Presbytery in denying the appeal.

In light of the fact that notice has been given that further appeal is intended by the defendants to the General Assembly Permanent Judicial Commission, it seems wise to consider setting a limit or "cap" to fees that will be paid by the Presbytery in that phase of the proceedings.

ACTION:

Salem Presbytery voted to pay the legal fees presented for the defense in the matter of the Presbyterian Church (U.S.A.) vs Murdock and Woodard the reasonable amount of $4,000.

Exceptions to Property Provisions In Accordance with G-8.0701

The following churches have notified the presbytery through its Stated Clerk of their action to claim the exception on church property which is allowed under the provisions of the Fort of Government, G-8.0701. These congregations have acted in regular manner in accordance with the provisions of the constitution and have notified the presbytery of their actions, as required. No action is required by the presbytery in this matter. Following are the names of the congregations from which the presbytery has received notification since its last Stated Meeting.

CHURCH	DATE OF CONGREGATION'S ACTION
Immanuel	September 30, 1990
Bethesda (Ruffin)	October 7, 1990
Randolph	October 14, 1990
Brentwood	November 25, 1990
Wentworth	November 25, 1990
Glenwood	December 23, 1990

Elder-Minister Balance at Presbytery Meetings

As required by the Book of Order, I am reporting at this meeting that there are 208 ministers who are resident members of Salem Presbytery and 187 potential elder commissioners from our 157 congregations. Using the plan adopted on April 6, 1989, each of the 21 racial ethnic churches are asked to send one additional elder commissioner to presbytery meetings in 1991.

Notice of Synod Permanent Judicial Commission Action Regarding the Matter of Presbyterian Church (U.S.A.) v. Kathleen Murdock and Michael Woodard

A Judgment Order has been received indicating the action of the Synod of the Mid-Atlantic Permanent Judicial Commission denying the appeal and supporting the actions of the Salem Permanent Judicial Commission.

Respectfully submitted,

John M. Handley

STANDING COMMITTEE REPORTS

RESOLUTIONS

ACTION:

Presbytery adopted the following resolution:

RESOLUTION OF THANKS

Whereas the Session and Congregation of the First Presbyterian Church of Lexington graciously issued the invitation to Salem Presbytery to host its February 2, 1991, meeting;

Whereas commissioners and guests of Salem Presbytery were warmly received by the members of our host church;

Whereas provision was made for the needs of those attending the meeting, including a delicious lunch, ample parking space organized by the church's teenagers, and even glorious weather;

Let it, therefore, be hereby resolved that those gathered for this meeting of Salem Presbytery offer appreciation to the congregation, officers, and staff of First Presbyterian Church of Lexington and thanksgiving to Almighty God.

Respectfully submitted,

Jamie Pharr
Parks Williams

ELECTION OF PRESBYTERY MODERATOR

The Rev. Ivan Lowery was elected Moderator of Salem Presbytery to serve through the February, 1992, meeting of Presbytery.

ADJOURNMENT AND BENEDICTION

There being no further business, the Ninth Stated Meeting of Salem Presbytery was adjourned at 4:08 p.m. with prayer by the newly elected Moderator, Ivan Lowery.

Attested:

John M. Handley
Stated Clerk

SCHEDULE OF MISSION RECEIPTS

PIN # 150-584
Salem Presbytery

Date:December 31, 1990

DESCRIPTION	SPECIAL OFFERINGS AND SPECIAL GIVING BEYOND ADOPTED BUDGETS		UNIFIED GIVING AND SELECTED GIVING FOR ADOPTED BUDGETS		TOTAL MISSION RECEIPTS	
	1989	1990	1989	1990	1989	1990
January	2,414	19,629.90	59,670	65,379.39	62,084	85,009.29
February	15,977	17,382.62	121,091	121,629.94	137,068	139,012.56
March	16,489	27,776.77	158,330	253,171.01	174,819	280,947.78
April	41,499	14,762.50	217,785	117,778.30	259,284	132,540.80
May	22,532	46,095.35	132,880	125,758.12	155,412	171,853.47
June	21,694	33,637.66	128,675	249,021.46	150,369	282,659.12
July	15,751	9,473.30	204,882	113,058.38	220,633	122,531.68
August	18,828	29,876.27	118,059	133,614.05	136,887	163,490.32
September	12,743	6,882.45	159,260	83,535.83	172,002	90,418.28
October	35,228	14,250.80	184,967	177,992.40	220,195	192,243.20
November	24,528	23,073.18	130,171	193,495.88	154,699	216,569.06
December	76,727	81,179.96	295,133	225,213.21	371,860	307,393.17
TOTAL RECEIPTS	304,409	324,020.76	1,910,902	1,860,647.97	2,215,311	2,184,668.73
BUDGETED MISSION RECEIPTS			1,970,359	1,972,834.00		1,972,834.00
CLASSIFICATION OF MISSION RECEIPTS						
Giving for Adopted Budgets						
Unified Giving			1,769,222	1,708,415.24	1,769,222	1,708,415.24
Selected Giving			141,681	152,232.73	141,681	152,232.73
Giving beyond Adopted Budgets						
Special Offerings	113,940	131,706.52			113,940	131,706.52
Selected Giving	190,469	192,314.24			190,469	192,314.24
YTD SUMMARY OF ACTUAL RECEIPTS						
Percentages			96.982%	94.313%		
Dollars			1,910,902	1,860,647.97		

SALEM PRESBYTERY
ANALYSIS OF REVENUES AND EXPENSES - SUMMARY
(12/12)12 MONTHS
GENERAL FUND

ACCOUNT		ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
INCOME							
REVENUE & SUPPORT							
SUPPORT REVENUE							
141000	BENEVOLENCE GIVING	1,006,145.00	115,368.74	83,845.42	929,916.73	1,006,145.00	76,228.27
141100	PRIOR YR BENEVOLENCES	19,104.00	.00	1,592.00	19,013.72	19,104.00	90.28
141200	HSINCHU PRESBY	1,200.00	.00	100.00	.00	1,200.00	1,200.00
141300	VALIDATED CAUSES - RF	.00	.00	.00	35.71	.00	35.71+
		1,026,449.00	115,368.74	85,537.42	948,966.16	1,026,449.00	77,482.84
PROGRAM RECEIPTS							
142004	WINTER TRAINING EVENT	.00	.00	.00	.00	.00	.00
142005	PATHWAYS EVENT	3,200.00	.00	266.67	3,438.50	3,200.00	238.50+
142006	SPRING YOUTH RETREAT	1,000.00	.00	83.33	449.00	1,000.00	551.00
142007	FALL YOUTH RETREAT	3,500.00	.00	291.67	5,340.00	3,500.00	1,840.00+
142010	INTN'L MISSION CONFERENCE	.00	.00	.00	1,068.00	.00	1,068.00+
142011	SMALL CHURCH RETREAT	.00	.00	.00	264.00	.00	264.00+
142012	EVANGELISM CONFERENCE	.00	.00	.00	.00	.00	.00
142013	MISSION YEARBOOKS	.00	537.50	.00	1,200.00	.00	1,200.00+
142014	BLACK CAUCUS	.00	1,295.00-	.00	.00	.00	.00
142015	CO-OP CAMPUS MINISTRY	.00	324.18-	.00	2,688.82	.00	2,688.82+
142016	OUTDOOR MINISTRIES	500.00	500.00-	41.67	500.00-	500.00	1,000.00
142017	PEACEMAKING OFFERING	.00	756.27-	.00	.00	.00	.00
		8,200.00	2,337.95-	683.34	13,948.32	8,200.00	5,748.32+
OTHER REVENUE/TRANSFERS							
144001	INTEREST ON INVESTMENTS	41,000.00	.00	3,416.67	.00	41,000.00	41,000.00
144002	SALES TAX REFUND	.00	.00	.00	.00	.00	.00
144003	SALE OF ASSETS	.00	.00	.00	.00	.00	.00
144004	REFUND ON PRIOR-YEAR EXP.	.00	24.80	.00	542.07	.00	542.07+
144005	OTHER RECEIPTS	.00	.00	.00	253.00	.00	253.00+
144006	PRESBY HUNGER PROGRAM	10,500.00	292.00	875.00	10,500.00	10,500.00	.00
TOTAL OTHER REVENUE/TRANSFERS		51,500.00	316.80	4,291.67	11,295.07	51,500.00	40,204.93
TOTAL REVENUE & SUPPORT		1,086,149.00	113,347.59	90,512.43	974,209.55	1,086,149.00	111,939.45
TOTAL INCOME		1,086,149.00	113,347.59	90,512.43	974,209.55	1,086,149.00	111,939.45

SALEM PRESBYTERY
ANALYSIS OF REVENUES AND EXPENSES - SUMMARY
(12/12)12 MONTHS
GENERAL FUND

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
EXPENSES						
ADMINISTRATION COSTS						
TOTAL SALARY/HOUSING/ETC.	354,154.25	21,643.26	29,512.86	352,586.22	354,154.25	1,568.03
TOTAL CONTINUING EDUCATION	4,468.00	190.52	372.32	3,455.69	4,468.00	1,012.31
TOTAL TRAVEL	17,700.00	944.07	1,475.01	11,083.11	17,700.00	6,616.89
TOTAL RELATED EXPENSES	30,315.52	2,423.56	2,526.29	30,247.63	30,315.52	67.89
TOTAL OFFICE COSTS	88,835.00	7,688.21	7,402.93	80,910.49	88,835.00	7,924.51
TOTAL ADMINISTRATION COSTS	495,472.77	32,889.62	41,289.41	478,283.14	495,472.77	17,189.63
GOVERNING BODY						
TOTAL COUNCIL COSTS	9,050.23	447.34	754.19	6,636.82	9,050.23	2,413.41
TOTAL SELF DEVELOPMENT	.00	2.70	.00	78.49	.00	78.49+
TOTAL BLACK CAUCUS	3,250.00	.00	270.84	2,196.71	3,250.00	1,053.29
TOTAL BICENTENNIAL	.00	78.34	.00	168.85	.00	168.85+
TOTAL GOALS & EVALUATIONS COM	800.00	20.15-	66.67	706.36	800.00	93.64
TOTAL GOAL SETTING	450.00	.00	37.51	.00	450.00	450.00
TOTAL NOMINATING COMMITTEE	1,950.00	168.57	162.50	1,027.94	1,950.00	922.06
TOTAL WOMEN OF COLOR	1,550.00	116.73	129.16	542.08	1,550.00	1,007.92
TOTAL W OF COLOR TRAINING EVE	850.00	.00	70.82	387.22	850.00	462.78
TOTAL PERM JUDICIAL COMMISSIO	12,000.00	23.28	1,000.01	2,812.04	12,000.00	9,187.96
TOTAL REPRESENTATION COMTE	350.00	1.35	29.17	1.59	350.00	348.41
TOTAL STATED CLERK EXPENSE	8,525.00	1,120.81	710.42	5,709.45	8,525.00	2,815.55
TOTAL STATED PRESBY MEETINGS	1,050.00	.00	87.50	567.10	1,050.00	482.90
TOTAL GA COMMISSIONER TRAININ	850.00	.00	70.84	137.24	850.00	712.76
TOTAL PRESBY MEETING RPTS	2,950.00	882.41	245.83	9,520.45	2,950.00	6,570.45+
TOTAL SESSION CLERKS TRAINING	150.00	.00	12.51	.00	150.00	150.00
TOTAL AD INTERIM/ADMIN.	800.00	.00	66.67	.00	800.00	800.00
TOTAL GOVERNING BODY	44,575.23	2,821.38	3,714.64	30,492.34	44,575.23	14,082.89
ADMINISTRATIVE SERVICES						
TOTAL DIVISION COSTS	275.00	.00	22.92	65.97	275.00	209.03
TOTAL COMMUNICATIONS COMTE	1,000.00	3.45	83.34	460.99	1,000.00	539.01
TOTAL PROGRAMS	9,530.00	.00	794.16	7,117.46	9,530.00	2,412.54
TOTAL BUDGET & FINANCE COMTE	2,150.00	389.73	179.15	1,214.63	2,150.00	935.37
TOTAL PERSONNEL COMMITTEE	700.00	46.03	58.34	652.25	700.00	47.75
TOTAL ANNUAL STAFF RETREAT	1,000.00	537.40	83.33	1,187.20	1,000.00	187.20+
TOTAL ADMINISTRATIVE SERVICES	14,655.00	976.61	1,221.24	10,698.50	14,655.00	3,956.50

SALEM PRESBYTERY
ANALYSIS OF REVENUES AND EXPENSES - SUMMARY
(12/12)12 MONTHS
GENERAL FUND

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
CHURCH DEVELOPMENT DIV						
TOTAL DIV OPERATIONAL COSTS	5,100.00	109.65	425.01	2,910.55	5,100.00	2,189.45
TOTAL NEW CHURCH DEVELOPMENT	50,000.00	.00	4,166.67	25,000.00	50,000.00	25,000.00
TOTAL ETHNIC/SMALL/RURAL CHUR	16,000.00	.00	1,333.33	12,050.00	16,000.00	3,950.00
TOTAL EVANGELISM COMMITTEE	1,800.00	127.29	150.00	1,549.29	1,800.00	250.71
TOTAL CONSULTATIVE COMMITTEES	426.00	.00	35.50	.00	426.00	426.00
TOTAL AREA WORKSHOPS	260.00	.00	21.66	60.75-	260.00	320.75
TOTAL NATIONAL EVANGLISM CONF	1,040.00	.00	86.66	369.10	1,040.00	670.90
TOTAL CONGREGATIONAL INSTITUT	5,487.00	.00	457.25	5,550.25	5,487.00	63.25+
TOTAL SMALL CHURCH COMMITTEE	3,150.00	183.50	262.50	1,755.47	3,150.00	1,394.53
TOTAL SMALL CHURCH SUPPORT	128,528.00	6,827.06	10,419.00	103,652.29	128,528.00	24,875.71
TOTAL SMALL CHURCH RETREAT	1,500.00	.00	125.01	1,445.09	1,500.00	54.91
TOTAL SMALL CHURCH NEWSLETTER	1,000.00	.00	83.34	.00	1,000.00	1,000.00
TOTAL CHURCH DEVELOPMENT DIV	214,291.00	7,247.50	17,565.93	154,221.29	214,291.00	60,069.71
CHURCH IN THE WORLD DIV						
TOTAL DIV OEPRATIONAL COSTS	400.00	8.85	33.32	169.65	400.00	230.35
TOTAL CRIMINAL JUSTICE COMTE	600.00	.25	50.00	301.60	600.00	298.40
TOTAL CRIMINAL JUSTICE WORKSH	890.00	.00	74.16	33.80	890.00	856.20
TOTAL PRISON MINISTRY	1,000.00	8,000.00	83.33	9,000.00	1,000.00	8,000.00+
TOTAL CRIMINAL JUSTICE EVENTS	750.00	.00	62.50	120.00	750.00	630.00
TOTAL ECUMENICAL CONCERN COMT	375.00	.00	31.25	271.52	375.00	103.48
TOTAL DENOMINATIONAL REPRESEN	175.00	.00	14.58	.00	175.00	175.00
TOTAL ECUMENICAL SCHOLARSHIPS	475.00	.00	39.59	.00	475.00	475.00
TOTAL PRESBY FAIR BOOTH	125.00	.00	10.42	.00	125.00	125.00
TOTAL HUNGER COMMITTEE	1,800.00	106.32	150.01	1,204.36	1,800.00	595.64
TOTAL HUNGER WORKSHOP	500.00	.00	41.66	260.72	500.00	239.28
TOTAL HUNGER CONTACT NETWORK	550.00	.00	45.84	60.20	550.00	489.80
TOTAL HUNGER RETREAT	500.00	.00	41.67	117.48	500.00	382.52
TOTAL HUNGER CONF/TRAINING	250.00	.00	20.83	250.00	250.00	.00
TOTAL HUNGER NEWSLETTER	400.00	.00	33.32	.00	400.00	400.00
TOTAL HUNGER LIFESTYLE WORKSH	400.00	59.00	33.34	86.02	400.00	313.98
TOTAL INTERN'L MISSIONS COMTE	505.00	76.30	42.09	1,834.23	505.00	1,329.23+
TOTAL MISSION ITINERATION	960.00	.00	80.01	.00	960.00	960.00
TOTAL GLOBAL MISSION ADVOCATE	795.00	.00	66.26	737.99	795.00	57.01
TOTAL HSINCHU PARTNERSHIP	5,000.00	254.00	416.67	508.00	5,000.00	4,492.00
TOTAL MISSION CONFERENCE	1,005.00	254.00-	83.75	1,179.00	1,005.00	174.00+
TOTAL PEACEMAKING COMMITTEE	700.00	25.09	58.35	940.25	700.00	240.25+
TOTAL PEACEMAKING WORKSHOP	2,800.00	.00	233.32	.00	2,800.00	2,800.00
TOTAL PEACEMAKING CONSULTATIO	900.00	.00	75.00	.00	900.00	900.00
TOTAL PEACEMAKING NEWSLETTER	800.00	.00	66.67	.00	800.00	800.00
TOTAL PEACEMAKING CONF/MONTRE	1,163.00	.00	96.92	802.00	1,163.00	361.00
TOTAL RACIAL ETHNIC COMMITTEE	1,750.00	.00	145.84	381.01	1,750.00	1,368.99
TOTAL RACIAL ETHNIC DAY RETRE	300.00	.00	25.00	54.90	300.00	245.10

SALEM PRESBYTERY
ANALYSIS OF REVENUES AND EXPENSES - SUMMARY
(12/12)12 MONTHS
GENERAL FUND

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
TOTAL URBAN MINISTRIES GRANT	34,500.00	2,208.48	2,874.99	39,166.64	34,500.00	4,666.64+
TOTAL WOMEN'S MINISTRY COMTE	1,435.00	3.29	119.59	423.32	1,435.00	1,011.68
TOTAL WOMEN'S CONF SCHOLARSHI	1,300.00	.00	108.33	523.50	1,300.00	776.50
TOTAL WOMEN'S JOINT RETREAT	150.00	.00	12.50	.00	150.00	150.00
TOTAL PASTOR'S WIFES RECEPTIO	200.00	.00	16.67	.00	200.00	200.00
TOTAL WOMEN'S RESOURCE MAILIN	50.00	.00	4.16	.00	50.00	50.00
TOTAL WOMEN'S MINISTRY TEA	100.00	.00	8.33	115.00	100.00	15.00+
TOTAL SOCIAL JUSTICE COMTE	1,800.00	102.96	150.00	1,509.05	1,800.00	290.95
TOTAL SOCIAL JUSTICE MAILING	400.00	.00	33.33	9.86	400.00	390.14
TOTAL SOCIAL ISSUE BIBLIOGRAP	500.00	.00	41.67	.00	500.00	500.00
TOTAL VIDEOTAPE PRODUCTION	1,200.00	.00	100.00	.00	1,200.00	1,200.00
TOTAL SOCIAL JUSTICE PURCHASE	.00	.00	.00	.00	.00	.00
TOTAL HIGHER EDUCATION COMTE	730.00	71.23	60.83	399.59	730.00	330.41
TOTAL HIGHER ED PROGRAMS	19,600.00	1,089.84	1,633.33	19,601.00	19,600.00	1.00+
TOTAL CHURCH IN THE WORLD DIV	87,833.00	11,751.61	7,319.43	80,060.69	87,833.00	7,772.31
CONGREGATIONAL LIFE DIV						
TOTAL DIVISION COSTS	435.00	1.20	36.26	434.13	435.00	.87
TOTAL EDUCATIONAL MINISTRY CM	900.00	645.38	75.00	1,325.42	900.00	425.42+
TOTAL EDUCATOR'S RETREAT	1,100.00	3.75	91.66	192.38	1,100.00	907.62
TOTAL PREM WORKSHOP	2,000.00	.00	166.67	952.27	2,000.00	1,047.73
TOTAL KERYGMA WORKSHOP	850.00	.00	70.83	1,166.63	850.00	316.63+
TOTAL LEADERSHIP DEVELOP COMT	1,600.00	14.96	133.33	150.25	1,600.00	1,449.75
TOTAL PATHWAYS TO LEADERSHIP	9,200.00	39.30	766.65	10,972.93	9,200.00	1,772.93+
TOTAL STEWARDSHIP ED COMTE	1,200.00	149.61	100.00	450.15	1,200.00	749.85
TOTAL STEWARDSHIP SPEAKER	800.00	.00	66.67	34.00	800.00	766.00
TOTAL YOUTH MINISTRY COMTE	500.00	236.05	41.67	1,044.74	500.00	544.74+
TOTAL SPRING YOUTH EVENT	2,300.00	.00	191.67	1,841.22	2,300.00	458.78
TOTAL FALL YOUTH EVENT	2,750.00	.00	229.17	6,463.92	2,750.00	3,713.92+
TOTAL YOUTH SCHOLARSHIPS	.00	.00	.00	.00	.00	.00
TOTAL CHILDREN'S MINISTRY CMT	1,000.00	4.02	83.31	116.44	1,000.00	883.56
TOTAL BRETHREN HS WORKSHOP	1,650.00	.00	137.50	1,034.44	1,650.00	615.56
TOTAL ADULT MINISTRY COMTE	925.00	108.10	77.08	1,029.15	925.00	104.15+
TOTAL AGING - MINISTRY	.00	.00	.00	.00	.00	.00
TOTAL FAMILY - MINISTRY	.00	.00	.00	.00	.00	.00
TOTAL HANDICAPPED - MINISTRY	700.00	.00	58.33	.00	700.00	700.00
TOTAL SINGLES MINISTRY COMTE	300.00	.00	25.01	590.79	300.00	290.79+
TOTAL SINGLES RETREAT	1,000.00	.00	83.34	516.77	1,000.00	483.23
TOTAL SINGLES MAILINGS	.00	.00	.00	.00	.00	.00
TOTAL SINGLES EVENTS	400.00	.00	33.33	.00	400.00	400.00
TOTAL SINGLES CONFERENCE	.00	.00	.00	.00	.00	.00
TOTAL PRESBYTERIAN MEN'S CMT	2,000.00	43.14	166.67	644.77	2,000.00	1,355.23
TOTAL MEN'S RALLIES	.00	.00	.00	.00	.00	.00
TOTAL MEN'S RECRUITMENT/DEVEL	1,000.00	600.00	83.34	995.00	1,000.00	5.00

SALEM PRESBYTERY
ANALYSIS OF REVENUES AND EXPENSES - SUMMARY
(12/12)12 MONTHS
GENERAL FUND

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
TOTAL MEN'S PROJECTS/PROGRAMS	800.00	500.00	66.67	734.09	800.00	65.91
TOTAL WORSHIP & MUSIC CMTE	700.00	2.87	58.33	875.68	700.00	175.68+
TOTAL SPIRITUAL FORMATION COM	1,420.00	.00	118.32	927.85	1,420.00	492.15
TOTAL SPIRITUAL RETREATS	1,000.00	.00	83.33	167.00	1,000.00	833.00
TOTAL RESOURCE CENTER CMTE	775.00	25.10	64.59	329.47	775.00	445.53
TOTAL RESOURCE CENTER	6,000.00	290.07	500.00	3,979.57	6,000.00	2,020.43
TOTAL CONGREGATIONAL LIFE DIV	43,305.00	2,663.55	3,608.73	36,969.06	43,305.00	6,335.94
COMMITTEE ON MINISTRY						
TOTAL CMTE ON MIN OPERATIONA	5,500.00	507.20	458.34	6,131.24	5,500.00	631.24+
TOTAL CALLS & VACANCIES	3,950.00	90.54	329.17	2,096.32	3,950.00	1,853.68
TOTAL CONCILIATION	2,500.00	.00	208.34	4,847.65	2,500.00	2,347.65+
TOTAL VISITATION	2,500.00	40.30	208.33	569.10	2,500.00	1,930.90
TOTAL PROFESSIONAL SUPPORT	6,700.00	720.00	558.34	4,789.89	6,700.00	1,910.11
TOTAL COMPENSATION/RETIREMENT	1,000.00	.00	83.32	522.06-	1,000.00	1,522.06
TOTAL PREPARATION FOR MINISTR	3,000.00	174.68	249.99	1,964.04	3,000.00	1,035.96
TOTAL TUITION GRANTS	15,000.00	.00	1,250.00	6,995.00	15,000.00	8,005.00
TOTAL CONSULTATIONS	2,000.00	.00	166.67	204.90	2,000.00	1,795.10
TOTAL COUNSELING/TESTING	1,500.00	550.00	125.00	3,505.10	1,500.00	2,005.10+
TOTAL CHRISTMAS GIFTS	1,500.00	.00	125.00	800.00	1,500.00	700.00
TOTAL PROFESSIONAL DEVELOPMEN	700.00	82.80	58.33	461.13	700.00	238.87
TOTAL WORSHIP/THEOLOGY WORKSH	275.00	141.43	22.92	903.03	275.00	628.03+
TOTAL ETHICAL DIALOGUE TRAINI	700.00	.00	58.34	.00	700.00	700.00
TOTAL SPIRITUALITY TRAINING	300.00	.00	25.00	.00	300.00	300.00
TOTAL THE ALBAN INSTITUTE	500.00	.00	41.67	.00	500.00	500.00
TOTAL DOLLARS & SENSE EVENT	125.00	.00	10.42	.00	125.00	125.00
TOTAL WELCOME NEW CHURCH PROF	200.00	.00	16.67	89.61	200.00	110.39
TOTAL LONGER TERM PASTORATE	200.00	.00	16.67	.00	200.00	200.00
TOTAL CONFLICT MANAGEMENT	500.00	.00	41.67	6.00	500.00	494.00
TOTAL PASTORAL CARE/REFERRAL	200.00	.00	16.67	.00	200.00	200.00
TOTAL EXAMINATIONS CMTE	1,050.00	210.37	87.50	1,722.15	1,050.00	672.15+
TOTAL COMMITTEE ON MINISTRY	49,900.00	2,517.32	4,158.36	34,563.10	49,900.00	15,336.90
OUTDOOR MINISTRIES CMTE						
TOTAL COMMITTEE OPERATIONS	1,140.00	482.06-	95.01	262.47-	1,140.00	1,402.47
TOTAL CAMP SUBSIDIES	134,977.00	8,626.62	11,248.08	134,979.00	134,977.00	2.00+
TOTAL OUTDOOR MINISTRIES CMTE	136,117.00	8,144.56	11,343.09	134,716.53	136,117.00	1,400.47
TOTAL EXPENSES	1,086,149.00	69,012.15	90,220.83	960,004.65	1,086,149.00	126,144.35
NET TOTALS		44,335.44		14,204.90		14,204.90+

ASSETS

CASH AVAILABLE			
110100	CASH IN CHECKING ACCT.	$10,352.20-	
110200	PETTY CASH	$100.00	
111400	MONEY MANAGEMENT ACCOUNT	$98,619.38	
	TOTAL CASH AVAILABLE		$88,367.18
RECEIVABLES			
115500	ACCOUNTS RECEIVABLE	$.00	
115600	ACCOUNTS REC - CAMP GRIER	$.00	
116800	YEAR-END RECEIVABLES	$115,851.24	
116906	CATAWBA	$.00	
116907	FORSYTH	$636.12	
116909	IREDELL	$.00	
116911	MECKLENBURG	$102.40	
116915	WAKE	$.00	
116917	GUILFORD	$295.99	
	TOTAL RECEIVABLES		$116,885.75
PREPAID EXPENSES			
117002	INSURANCE	$793.27	
117003	CONTRACTS	$.00	
117004	POSTAGE	$.00	
117008	ANNUITIES	$.00	
117010	SALARIES AND TAXES	$.00	
117013	OFFICE SUPPLIES	$.00	
117016	PROGRAMS	$500.00	
	TOTAL PREPAID EXPENSES		$1,293.27
TOTAL ASSETS			$206,546.20

LIABILITIES & FUND PRINCIPAL

CURRENT LIABILITIES			
ACCOUNTS PAYABLE			
120400	ACCOUNTS PAYABLE	$.00	
120600	YEAR-END PAYABLES	$10,524.27	
		$10,524.27	
DUE TO / DUE FROM			
124100	ORANGE PRESBYTERY	$.00	
124300	WESTERN NC PRESBYTERY	$.00	
124500	YADKIN PRESBYTERY	$.00	
124600	CONCORD PRESBYTERY	$.00	
124800	LOAN-GRANT FUND	$5,000.00-	
124900	RESTRICTED FUND	$149.42-	
128400	SEVERANCE COMMITMENT	$.00	
		$5,149.42-	

PAYROLL PAYABLES		
126000 FICA WITHHELD	$.00	
126100 FEDERAL WITHHOLDING	$.00	
126200 STATE WITHHOLDING	$.00	
126300 MEDICAL INSURANCE	$.00	
126400 ANNUITY WITHHELD	$.00	
126500 PENSION BOARD	$.00	
	$.00	
OTHER LIABILITIES		
128000 UNKNOWN COMMITMENTS	$.00	
128100 DUE ON COMMITMENTS	$4,103.14	
128500 PROGRAM DEPOSITS	$.00	
128600 MISDIRECTED FUNDS	$.00	
128900 MISCELLANEOUS	$399.94	
129600 ITEMS TO BE EXTENDED	$.00	
	$4,503.08	
TOTAL CURRENT LIABILITIES		$9,877.93
FUND BALANCE		
130200 YEAR-END UNSPENT FUNDS	$182,463.37	
130300 UNALLOCATED BALANCE	$.00	
EXCESS CASH REC'D YTD	$14,204.90	
TOTAL FUND BALANCE		$196,668.27
TOTAL LIABILITIES & FUND PRINCIPAL		$206,546.20

GENERAL FUND, RESTRICTED FUND, LOAN/GRANT/CH DEVEL

General Fund - Numbers beginning with 1
Restricted Fund - Numbers beginning with 2
Loan & Grant Fund - Numbers beginning with 4

ASSETS

CASH AVAILABLE			
110100	CASH IN CHECKING ACCT.	$10,352.20-	
110200	PETTY CASH	$100.00	
111400	MONEY MANAGEMENT ACCOUNT	$98,619.38	
210100	CASH IN CHECKING ACCT.	$12,766.24-	
211200	CERTIFICATES OF DEPOSIT	$.00	
211400	MONEY MANAGEMENT ACCOUNT	$588,690.94	
410100	CASH IN CHECKING ACCT	$.00	
411400	MONEY MANAGEMENT ACCOUNT	$112,134.41	
	TOTAL CASH AVAILABLE		$776,426.29
RECEIVABLES			
115500	ACCOUNTS RECEIVABLE	$.00	
115600	ACCOUNTS REC - CAMP GRIER	$.00	
116800	YEAR-END RECEIVABLES	$115,851.24	
116906	CATAWBA	$.00	
116907	FORSYTH	$636.12	
116909	IREDELL	$.00	
116911	MECKLENBURG	$102.40	
116915	WAKE	$.00	
116917	GUILFORD	$295.99	
215500	ACCOUNTS RECEIVABLE	$.00	
216500	BENEVOLENCES RECEIVABLE	$83,389.77	
216800	YEAR-END RECEIVABLES	$2,051.27	
216906	CATAWBA	$.00	
216907	FORSYTH	$.00	
216909	IREDELL	$.00	
216911	MECKLENBURG	$.00	
216915	WAKE	$.00	
216917	GUILFORD	$.00	
415500	ACCOUNTS RECEIVABLE	$.00	
416800	YEAR-END RECEIVABLES	$.00	
		$202,326.79	
GENERAL LOANS			
416102	DELLABROOK	$6,762.60	
416105	COVENANT-CONCORD	$7,903.15	
416107	ELMWOOD	$2,210.45	
416110	DANBURY	$1,071.02	
416114	WILKESBORO CHAPEL	$1,446.51	
416116	TRINITY-WS	$2,888.71	
416125	TAYLORSVILLE	$18,788.99	
416126	PILOT MOUNTAIN FIRST	$15,875.49	
416127	YADKINVILLE	$1,603.04	
		$58,549.96	
PROFESSIONAL LOANS			
416201	PAUL S. RYDO	$4,523.90	
		$4,523.90	

CHURCH DEVELOPMENT		
416301 SHALLOWFORD	$65,123.80	
416302 BEULAH PRESBYTERY CHURCH	$10,000.00	
416303 DELLABROOK PRESBY CHURCH	$1,750.00	
	$76,873.80	
TOTAL RECEIVABLES		$342,274.45
PREPAID EXPENSES		
117002 INSURANCE	$793.27	
117003 CONTRACTS	$.00	
117004 POSTAGE	$.00	
117008 ANNUITIES	$.00	
117010 SALARIES AND TAXES	$.00	
117013 OFFICE SUPPLIES	$.00	
117016 PROGRAMS	$500.00	
TOTAL PREPAID EXPENSES		$1,293.27
TOTAL ASSETS		$1,119,994.01

LIABILITIES & FUND PRINCIPAL

CURRENT LIABILITIES	
ACCOUNTS PAYABLE	
120400 ACCOUNTS PAYABLE	$.00
120600 YEAR-END PAYABLES	$10,524.27
220400 ACCOUNTS PAYABLE	$.00
220500 BENEVOLENCES PAYABLE	$278,008.79
420400 ACCOUNTS PAYABLE	$.00
420600 YEAR-END PAYABLES	$.00
	$288,533.06
DUE TO / DUE FROM	
124100 ORANGE PRESBYTERY	$.00
124300 WESTERN NC PRESBYTERY	$.00
124500 YADKIN PRESBYTERY	$.00
124600 CONCORD PRESBYTERY	$.00
124800 LOAN-GRANT FUND	$5,000.00-
124900 RESTRICTED FUND	$149.42-
128400 SEVERANCE COMMITMENT	$.00
224100 ORANGE PRESBYTERY	$.00
224600 CONCORD PRESBYTERY	$.00
224800 LOAN-GRANT FUND	$.00
224900 GENERAL FUND	$149.42
424900 DUE TO/FROM RESTRICTED FD	$.00
	$5,000.00-
PAYROLL PAYABLES	
126000 FICA WITHHELD	$.00

126100	FEDERAL WITHHOLDING	$.00	
126200	STATE WITHHOLDING	$.00	
126300	MEDICAL INSURANCE	$.00	
126400	ANNUITY WITHHELD	$.00	
126500	PENSION BOARD	$.00	
		$.00	
OTHER LIABILITIES			
128000	UNKNOWN COMMITMENTS	$.00	
128100	DUE ON COMMITMENTS	$4,103.14	
128500	PROGRAM DEPOSITS	$.00	
128600	MISDIRECTED FUNDS	$.00	
128900	MISCELLANEOUS	$399.94	
129600	ITEMS TO BE EXTENDED	$.00	
228000	INTEREST TO BE DISBURSED	$44,467.03	
228600	MISDIRECTED FUNDS	$.00	
228900	MISCELLANEOUS	$.00	
424000	DUE TO/FROM GENERAL FUND	$5,000.00	
428600	MISDIRECTED FUNDS	$.00	
428900	MISCELLANEOUS LIABILITIES	$.00	
		$53,970.11	
TOTAL CURRENT LIABILITIES			$337,503.17
FUND BALANCE			
130200	YEAR-END UNSPENT FUNDS	$182,463.37	
130300	UNALLOCATED BALANCE	$.00	
230500	HUNGER FUND	$48,698.47	
230510	HSINCHU PARTNERSHIP FUND	$6,200.00	
230520	KNOX-ABERNATHY FUND	$.00	
230530	SYNOD/DUKE BUILDING FUND	$.00	
230540	PEACEMAKING DIST FUND	$.00	
230550	BLACK CAUCUS FUND	$.00	
230620	CHURCH DEVELOPMENT FUND	$272,498.89	
230700	YEAR END FUND BALANCE	$.00	
436000	GENERAL LOAN FUND	$150,000.00	
436300	GRANT FUND	$22,160.11	
436400	CHURCH DEVELOPMENT FUND	$70,000.00	
436500	KNOX-ABERNATHY FUND	$3,121.71	
	EXCESS CASH REC'D YTD	$27,348.29	
TOTAL FUND BALANCE			$782,490.84
TOTAL LIABILITIES & FUND PRINCIPAL			$1,119,994.01

1991 Proposed Budget

INCOME:	1989 Actual	1990 Budget	1991 Committee Requests	Approved 1991 Council
Benevolence Giving	$1,910,905.25	$1,972,834.00	$2,000,000.00	$2,000,000.00
Presbyterian Hunger Program		$10,500.00	$12,000.00	$12,000.00
Program Receipts	$25,000.00	$8,200.00	$6,100.00	$11,250.00
Hsinchu		$1,200.00	$1,200.00	$1,200.00
Prior Year Benevolence Receipts		$19,104.00		
Interest Income 1989		$41,000.00		
TOTAL REVENUE	$1,935,905.25	$2,052,838.00	$2,019,300.00	$2,024,450.00
EXPENSES:				
ADMINISTRATION COSTS				
Exempt (Program) Staff Salaries and Benefits				
Executive Presbyter/S.C.				
Salary		$35,300.00		$36,888.50
Housing		$13,000.00		$13,000.00
Pension		$12,075.00		$13,963.29
Social Security		$3,694.95		$3,816.47
Dental Ins.		$394.72		$394.72
Continuing Education		$1,200.00		$1,200.00
Travel		$4,200.00		$2,500.00
Total		$69,864.67	$0.00	$71,762.98
Assoc. Finance & Bus. Affairs/Treas				
Salary		$38,156.00		$40,015.50
Pension		$9,539.00		$10,404.03
Social Security		$2,918.93		$3,061.19
Dental Ins.		$197.36		$197.36
Continuing Education		$1,000.00		$1,000.00
Travel		$3,500.00		$1,000.00
Total		$55,311.29	$0.00	$55,678.08
Assoc. Presby./Congre. Life				
Salary		$24,540.00		$26,237.75
Housing		$13,000.00		$13,000.00
Pension		$9,385.00		$10,982.25
Social Security		$2,871.81		$3,001.69
Dental Ins.		$695.56		$695.56
Continuing Education		$1,000.00		$1,000.00
Travel		$3,500.00		$2,500.00
Total		$54,992.37	$0.00	$57,417.25
Assoc. Presby./Care & Leadersh. Dev				
Salary		$24,848.00		$26,431.63
Housing		$13,000.00		$13,000.00
Pension		$9,462.00		$11,036.52
Social Security		$2,895.37		$3,016.52
Dental Insurance		$197.36		$197.36
Continuing Education		$1,000.00		$1,000.00
Travel		$3,500.00		$3,000.00
Total		$54,902.73	$0.00	$57,682.03

Hunger Action Enabler				
Salary		$5,231.00		$11,308.13
Housing		$2,093.00		$7,400.00
Pension		$1,831.00		$5,236.22
Social Security		$560.29		$1,431.17
Dental		$128.15		$197.42
Continuing Education		$268.00		$500.00
Travel		$1,200.00		$1,250.00
Total		$11,311.44	$0.00	$27,322.94
Sub Total Exempt/Program Staff		$246,382.50	$0.00	$269,863.28
Non Exempt Staff Salaries/Benefits				
Salaries		$113,978.00	$0.00	$101,689.00
Overtime, Bonus, etc.				$1,000.00
Pension		$28,494.00	$0.00	$26,438.00
Social Security		$8,719.00	$0.00	$7,779.00
Travel		$2,800.00	$0.00	$800.00
Continuing Education		$0.00	$0.00	$500.00
Pritchett (Orange Presbytery Retirement Subsidy)		$8,740.00	$0.00	$8,740.00
Sub Total Non-exempt staff		$162,731.00	$0.00	$146,946.00
TOTAL STAFF COMPENSATION	$214,579.50	$409,113.50	$423,131.95	$416,809.28
Office Costs				
Rent/Utilities	$19,625.00	$24,000.00	$24,000.00	$24,000.00
Telephone	$4,187.79	$11,000.00	$11,000.00	$11,000.00
Custodial	$1,361.25	$3,200.00	$2,100.00	$2,100.00
Service/Maintenance	$12,942.31	$12,500.00	$18,000.00	$15,000.00
Office Supplies	$7,038.45	$7,000.00	$5,000.00	$5,000.00
Postage	$3,621.05	$9,000.00	$5,000.00	$5,000.00
Equipment Maintenance	$3,488.26	$3,000.00	$3,000.00	$3,000.00
Equipment Purchase	$25,964.63	$5,000.00	$5,000.00	$5,000.00
Audit	$676.00	$6,500.00	$7,650.00	$7,650.00
Insurance	$8,304.60	$5,300.00	$5,000.00	$5,000.00
Miscellaneous	$3,628.50	$1,200.00	$1,200.00	$1,200.00
Unknown Orange Expenses		$1,135.00		$0.00
Motor Vehicles	$43,059.00			$0.00
Sub Total	$133,896.84-	$88,835.00	$86,950.00	$83,950.00
TOTAL ADMINISTRATIION COSTS	$348,476.34	$497,948.50	$510,081.95	$500,759.28
GOVERNING BODY FUNCTIONS				
Council Costs	$183,264.21	$8,990.50	$6,900.00	$5,400.00
Black Caucus	$411.95	$3,250.00	$3,250.00	$2,750.00
Evaluations & Goals Committee	$338.49	$1,250.00	$1,600.00	$1,600.00
Nominating Committee	$2,939.83	$1,950.00	$1,000.00	$1,000.00
Permanent Judicial Commission	$14,934.75	$12,000.00	$7,000.00	$7,000.00
Representation Committee	$109.67	$350.00	$300.00	$100.00
Stated Clerk/Presbytery	$5,202.40	$14,325.00	$17,875.00	$15,800.00
Miscellaneous	$94.17	$2,461.23	$0.00	$1,928.72
Search Committee	$8,997.56		$0.00	$0.00
Women of Color			$2,500.00	$1,800.00

Self Development Committee			$0.00	$0.00
Bi-Centennial Committee			$2,000.00	$2,000.00
TOTAL GOVERNING BODY FUNCTIONS	$216,293.03	$44,576.73	$42,425.00	$39,378.72
ADMINISTRATIVE SERVICES DIVISION				
Division Costs	$25.47	$275.00	$275.00	$275.00
Communication Committee	$6,660.94	$10,530.00	$10,410.00	$9,500.00
Budget/Finance Committee	$1,768.31	$2,150.00	$2,150.00	$1,500.00
Personnel Committee	$865.80	$1,700.00	$1,600.00	$1,600.00
TOTAL ADMINISTRATIVE SER. DIV.	$9,320.52	$14,655.00	$14,435.00	$12,875.00
CHURCH DEVELOPMENT DIVISION				
Division Costs	$305.60		$5,100.00	$5,100.00
Church Development Committee	$25,434.28	$71,100.00	$96,000.00	$24,000.00
Evangelism Committee	$2,501.89	$9,013.00	$5,467.00	$5,000.00
Small Church Committee	$117,195.08	$134,178.00	$144,175.00	$133,875.00
TOTAL CHURCH DEVELOPMENT DIV.	$145,436.85	$214,291.00	$250,742.00	$167,975.00
CHURCH IN THE WORLD DIVISION				
Division Costs	$392.52	$400.00	$400.00	$200.00
Urban Ministry Grants	$30,500.00	$34,500.00	$36,000.00	$32,500.00
Hunger Committee	$6,699.83	$4,400.00	$5,700.00	$1,800.00
Peacemaking Committee	$2,325.50	$6,363.00	$3,330.00	$2,500.00
Social Justice Committee	$1,182.68	$3,900.00	$4,610.00	$4,610.00
Criminal Justice Committee	$9,733.19	$3,240.00	$11,240.00	$11,240.00
Women's Ministry Committee	$1,362.13	$3,235.00	$2,700.00	$2,200.00
Racial Ethnic Committee	$331.67	$2,050.00	$500.00	$500.00
Higher Education Committee	$14,674.94	$20,330.00	$23,500.00	$23,500.00
International Missions Committee	$4,372.66	$8,265.00	$9,250.00	$8,250.00
Ecumenical Missions Committee	$18.92	$1,150.00	$1,150.00	$1,000.00
Self Development Grants	$2,000.00		$0.00	$0.00
TOTAL CHURCH/WORLD DIVISION	$73,594.04	$87,833.00	$98,380.00	$88,300.00
COMMITTEE ON MINISTRY				
Examinations Committee	$910.32	$1,050.00	$1,651.00	$1,700.00
Committee Expenses	$10,624.07	$22,150.00	$7,300.00	$6,300.00
Calls & Vacancies Committee			$5,475.00	$3,450.00
Conciliation Committee			$3,800.00	$3,800.00
Visitation Committee			$4,400.00	$3,400.00
Preparation for Ministry Committee	$20,347.95	$20,000.00	$24,050.00	$22,050.00
Professional Development Committee	$975.66	$6,700.00	$4,125.00	$2,125.00
Compensation & Retirement Committee			$1,000.00	$1,000.00
Professional Support Committee			$9,050.00	$6,550.00
TOTAL COMMITTEE ON MINISTRY	$32,858.00	$49,900.00	$60,851.00	$50,375.00
CONGREGATIONAL LIFE DIVISION				
Division Costs	$910.23	$435.00	$500.00	$500.00
Pathways Committee			$12,050.00	$1,000.00
Pathways to Leadership				$11,050.00
Educational Ministry Committee	$123.85	$4,850.00	$4,650.00	$4,650.00

Leadership Development Committee	$9,136.66	$10,800.00	delete comte	$0.00
Stewardship Education Committee	$43.95	$2,000.00	$2,000.00	$2,000.00
Worship and Music Committee	$357.79	$700.00	$700.00	$1,000.00
Resource Centers Committee	$1,476.78	$6,775.00	$10,425.00	$5,925.00
Youth Ministry Committee	$4,823.33	$5,550.00	$7,850.00	$7,000.00
Children's MInistry Committee	$61.45	$2,650.00	$2,800.00	$2,400.00
Singles Committee	$315.30	$1,700.00	$2,000.00	$2,000.00
Adult Ministry Committee	$842.64	$1,625.00	$3,750.00	$2,750.00
Presbyterian Men	$506.31	$3,800.00	$3,800.00	$3,000.00
Spiritual Formation and Enrichment	$36.96	$2,420.00	$2,420.00	$2,000.00
TOTAL CONGREGATIONAL LIFE DIV.	$18,635.25	$43,305.00	$52,945.00	$45,275.00
OUTDOOR MINISTRIES				
Outdoor Ministries Division	$309.84	$1,140.00	$1,140.00	$1,140.00
Camp Grier	$30,940.00	$31,458.00	$33,514.00	$33,514.00
Camps New Hope/Presbyterian Point	$104,536.00	$103,519.00	$103,558.00	$101,558.00
Admin. Cost/New Hope/Presby Point			$3,300.00	$3,300.00
TOTAL OUTDOOR MINISTRIES	$135,785.84	$136,117.00	$141,512.00	$139,512.00
TOTAL PRESBYTERY OPERATIONS	$980,399.87	$1,088,626.23	$1,171,371.95	$1,044,450.00
ASSESSMENTS				
General Assembly	$134,288.07	$140,384.75	$145,210.20	$145,210.20
Synod of the Mid-Atlantic	$79,258.00	$92,930.75	$96,152.70	$96,152.70
BUDGETED BENEVOLENCE				
General Assembly	$450,295.02	$451,465.00	$454,789.80	$454,789.80
Synod of the Mid-Atlantic	$291,521.36	$281,907.00	$283,847.30	$283,847.30
TOTAL EXPENSES	$1,935,762.32	$2,055,313.73	$2,151,371.95	$2,024,450.00
Excess Income/Expenditure	$142.93	($2,475.73)	($132,071.95)	$0.00

NAME: BLACK, J. William
CHURCH: Hills

	1990	1991
Salary	$ 9,102.50	$ 9,102.50
Social Security Equiv.	771.00	771.00
Housing Allowance	2,962.00	2,962.00
Pension and Ins.	3,209.00	3,518.50
Furn. & Utilities Allow.		1,638.00
Continuing Ed./Books	375.00	375.00
Automobile Allowance	1,050.00	1,450.00

NAME: BRAMMER, Jr.,Edwin C.
CHURCH: First, Reidsville

	1990	1991
Salary	$ 20,957.00	$ 22,200.00
Social Security Equiv.	2,377.00	2,492.00
Housing Allowance	10,200.00	10,200.00
Pension and Ins.	8,984.00	8,984.00
Furn. & Utilities Allow.		
Continuing Ed./Books	850.00	850.00
Automobile Allowance	2,400.00	2,400.00

NAME: BREARLEY, John Cecil
CHURCH: Elkin Presbyterian

	1990	1991
Salary	$ 21,950.00	$ 23,000.00
Social Security Equiv.	1,959.00	2,073.00
Housing Allowance	1,200.00	1,500.00
Pension and Ins.	8,160.00	8,982.00
Furn. & Utilities Allow.		
Continuing Ed./Books	750.00	1,000.00
Automobile Allowance	2,300.00	3,300.00

NAME: CARMINES, Dr. William D.
CHURCH: Siler City Presbyterian

	1990	1991
Salary	$ 20,000.00	$ 20,000.00
Social Security Equiv.	1,302.00	2,174.00
Housing Allowance		
Pension and Ins.	6,620.00	6,760.00
Furn. & Utilities Allow.		
Continuing Ed./Books	500.00	500.00
Automobile Allowance	2,400.00	3,400.00

NAME: CLARK, M. Gray
CHURCH: Fellowship Presbyterian

	1990	1991
Salary	$ 17,840.00	$ 19,088.00
Social Security Equiv.		
Housing Allowance	17,840.00	19,088.00
Pension and Ins.	5,136.60	5,563.00
Furn. & Utilities Allow.		
Continuing Ed./Books	1,300.00	1,300.00
Automobile Allowance	4,000.00	4,500.00

NAME: COATES, Fred A.
CHURCH: First, Mooresville

	1990	1991
Salary	$ 25,000.00	$ 25,000.00
Social Security Equiv.	1,912.00	1,912.00
Housing Allowance	8,000.00	10,000.00
Pension and Ins.	8,728.00	9,597.00
Furn. & Utilities Allow.	5,000.00	5,000.00
Continuing Ed./Books	3,950.00	4,500.00
Automobile Allowance		

NAME: DANIEL, David
CHURCH: Bixby Presbyterian

	1990	1991
Salary	$ 20,375.23	$ 21,604.01
Social Security Equiv.	1,724.36	2,148.50
Housing Allowance		
Pension and Ins.	6,488.80	8,028.35
Furn. & Utilities Allow.		
Continuing Ed./Books	750.00	750.00
Automobile Allowance	2,250.00	2,600.00

NAME: DEW, Frank
CHURCH: New Creation Community Presbyterian

	1990	1991
Salary	$ 26,400.00	$ 27,900.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	6,600.00	7,250.00
Furn. & Utilities Allow.		
Continuing Ed./Books	600.00	600.00
Automobile Allowance		

NAME: ELLIS, Stewart
CHURCH: Trinity, Winston-Salem

	1990	1991
Salary	$ 17,000.00	$ 17,425.00
Social Security Equiv.		
Housing Allowance	Use of Manse	Use of Manse
Pension and Ins.	7,650.00	7,150.00
Furn. & Utilities Allow.	4,000.00	4,100.00
Continuing Ed./Books	700.00	700.00
Automobile Allowance	2,500.00	2,500.00

NAME: EVANS, III, Robert C.
CHURCH: North Wilkesboro Presbyterian

	1990	1991
Salary	$ 25,000.00	$ 26,250.00
Social Security Equiv.		
Housing Allowance	10,800.00	10,800.00
Pension and Ins.	8,950.00	9,262.50
Furn. & Utilities Allow.		
Continuing Ed./Books	900.00	900.00
Automobile Allowance	3,250.00	3,250.00

NAME: FIELDER, Dusty K.
CHURCH: Clemmons Presbyterian

	1990	1991
Salary	$ 12,350.00	$ 13,000.00
Social Security Equiv.	1,331.10	1,453.50
Housing Allowance	5,050.00	6,000.00
Pension and Ins.	4,682.78	5,320.00
Furn. & Utilities Allow.		
Continuing Ed./Books	750.00	750.00
Automobile Allowance	1,000.00	1,000.00

NAME: FIELDER, Robert A.
CHURCH: Clemmons Presbyterian

	1990	1991
Salary	$ 12,350.00	$ 13,000.00
Social Security Equiv.	1,331.10	1,453.50
Housing Allowance	5,050.00	6,000.00
Pension and Ins.	4,682.78	5,320.00
Furn. & Utilities Allow.		
Continuing Ed./Books	750.00	750.00
Automobile Allowance	1,000.00	1,000.00

NAME: FRAZIER, James T.
CHURCH: Sparta Presbyterian

	1990	1991
Salary	$ 20,205.00	$ 21,000.00
Social Security Equiv.	1,710.00	2,100.00
Housing Allowance		3,600.00
Pension and Ins.	6,553.00	7,683.00
Furn. & Utilities Allow.		
Continuing Ed./Books	850.00	750.00
Automobile Allowance	2,000.00	2,100.00

NAME: FULLER, Dr. Harold E.
CHURCH: Parkway Presbyterian

	1990	1991
Salary	$ 25,104.00	$ 23,289.30
Social Security Equiv.	2,358.00	2,431.00
Housing Allowance	12,552.00	13,000.00
Pension and Ins.	10,003.00	10,875.00
Furn. & Utilities Allow.	2,510.40	2,587.70
Continuing Ed./Books		4,220.00
Automobile Allowance		

NAME: GRAY, Lucius A.
CHURCH: Alamance Presbyterian Church

	1990	1991
Salary	$ $31,972.00	$ $33,053.00
Social Security Equiv.	3,378.00	3,486.00
Housing Allowance	Equity 2,000	2,000.00
Pension and Ins.	12,139.00	13,026.00
Furn. & Utilities Allow.	1,500.00	1,500.00
Continuing Ed./Books	1,050.00	1,050.00
Automobile Allowance	22.5/mile	22.5/mile

NAME: HAYES, Wiliam Calvin
CHURCH: Wentworth

	1990	1991
Salary	$ 10,560.00	$ 11,160.00
Social Security Equiv.	1,050.19	1,109.67
Housing Allowance		
Pension and Ins.	3,694.54	4,060.58
Furn. & Utilities Allow.		
Continuing Ed./Books	250.00	250.00
Automobile Allowance	1,800.00	1,800.00

NAME: HIGGINS, Dr. Cynthia R. (Assoc.)
CHURCH: Starmount

	1990	1991
Salary	$ 16,670.00	$ 16,670.00
Social Security Equiv.		
Housing Allowance	14,390.00	16,000.00
Pension and Ins.	7,765.00	8,450.00
Furn. & Utilities Allow.		
Continuing Ed./Books	500.00	500.00
Automobile Allowance	2,520.00	2,646.00

NAME: HOBSON, Jr., J. Samuel
CHURCH: St. Paul

	1990	1991
Salary	$ 21,458.00	$ 22,531.00
Social Security Equiv.	2,560.00	2,642.00
Housing Allowance	12,000.00	12,000.00
Pension and Ins.	9,701.00	10,361.00
Furn. & Utilities Allow.		
Continuing Ed./Books	500.00	500.00
Automobile Allowance	3,000.00	3,000.00

NAME: HOWARD, Linn W.
CHURCH: Vandalia Presbyterian

	1990	1991
Salary	$ 22,938.00	$ 24,084.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	8,684.00	9,061.00
Furn. & Utilities Allow.		
Continuing Ed./Books	1,900.00	1,900.00
Automobile Allowance	3,600.00	3,600.00

NAME: KORT, Phyllis
CHURCH: First, Burlington

	1990	1991
Salary	$ 17,669.00	$ 18,464.00
Social Security Equiv.	2,208.00	2,338.00
Housing Allowance	11,779.00	12,309.00
Pension and Ins.	7,362.00	8,000.00
Furn. & Utilities Allow.		
Continuing Ed./Books	500.00	500.00
Automobile Allowance	2,400.00	2,400.00

NAME: LANNON, Donald E.
CHURCH: Guilford Park Presbyterian

	1990	1991
Salary	$ 23,280.00	$ 23,964.00
Social Security Equiv.	2,796.00	2,904.00
Housing Allowance	13,164.00	13,848.00
Pension and Ins.	11,059.00	12,055.00
Furn. & Utilities Allow.		
Continuing Ed./Books	654.00	654.00
Automobile Allowance	3,552.00	4,236.00

NAME: LEWIS, Robert M.
CHURCH: First, Salisbury

	1990	1991
Salary	$ 28,435.00	$ 30,140.00
Social Security Equiv.	2,828.00	3,450.00
Housing Allowance	15,000.00	15,000.00
Pension and Ins.	11,424.00	12,635.00
Furn. & Utilities Allow.		
Continuing Ed./Books	982.00	985.00
Automobile Allowance	2,772.00	2,910.00

NAME: MATTHEWS, Robert M.
CHURCH: Fieldstone Presbyterian

	1990	1991
Salary	$ 21,390.00	$ 21,390.00
Social Security Equiv.	2,078.00	2,391.00
Housing Allowance		
Pension and Ins.	8,488.00	8,590.00
Furn. & Utilities Allow.	2,650.00	2,650.00
Continuing Ed./Books	750.00	750.00
Automobile Allowance	2,600.00	3,200.00

NAME: MILHOLLAND, John L.
CHURCH: Old Providence Presbyterian

	1990	1991
Salary	$ 9,402.50	$ 9,872.50
Social Security Equiv.	935.08	981.82
Housing Allowance		
Pension and Ins.	3,289.58	3,592.18
Furn. & Utilities Allow.	1,750.00	1,750.00
Continuing Ed./Books	375.00	375.00
Automobile Allowance	Actual	Actual

NAME: MILHOLLAND, John L.
CHURCH: Fifth Creek Presbyterian

	1990	1991
Salary	$ 9,402.50	$ 9,872.50
Social Security Equiv.	935.08	981.82
Housing Allowance		
Pension and Ins.	3,289.58	3,592.18
Furn. & Utilities Allow.	1,750.00	1,750.00
Continuing Ed./Books	375.00	375.00
Automobile Allowance	Actual	Actual

NAME: MORRISON, Allen E.
CHURCH: Asbury Presbyterian

	1990	1991
Salary	$ 20,205.00	$ 17,850.00
Social Security Equiv.	1,710.00	1,591.00
Housing Allowance	Use of Manse	2,000.00
Pension and Ins.	7,123.00	6,571.00
Furn. & Utilities Allow.		
Continuing Ed./Books	500.00	500.00
Automobile Allowance	2,250.00	2,250.00

NAME: PARTINGTON, David C.
CHURCH: Shallowford Presbyterian

	1990	1991
Salary	$ 19,315.00	$ 19,315.00
Social Security Equiv.	2,216.00	2,216.00
Housing Allowance	Use of Manse	Use of Manse
Pension and Ins.	9,748.00	10,138.00
Furn. & Utilities Allow.	3,000.00	3,000.00
Continuing Ed./Books	1,200.00	1,200.00
Automobile Allowance	2,000.00	2,000.00

AME: PLEXICO, Andral B.
HURCH: Hawfields Presbyterian

	1990	1991
Salary	$ 25,000.00	$ 26,750.00
Social Security Equiv.	1,825.00	1,953.00
Housing Allowance		
Pension and Ins.	10,331.00	11,054.00
Furn. & Utilities Allow.		
Continuing Ed./Books	750.00	750.00
Automobile Allowance	7,000.00	7,000.00

NAME: RICHARDSON, Leland
CHURCH: First, Mocksville

	1990	1991
Salary	$ 29,320.00	$ 23,400.00
Social Security Equiv.	2,915.87	2,931.00
Housing Allowance		13,686.00
Pension and Ins.	10,476.65	10,404.00
Furn. & Utilities Allow.	3,320.00	
Continuing Ed./Books	788.00	500.00
Automobile Allowance	6,395.00	2,315.00

NAME: RIDOLFI, Paul N.
CHURCH: First Presbyterian, Mt. Airy

	1990	1991
Salary	$ 21,500.00	$ 22,124.00
Social Security Equiv.	3,000.00	3,500.00
Housing Allowance	14,190.00	15,000.00
Pension and Ins.	9,673.00	10,562.00
Furn. & Utilities Allow.		
Continuing Ed./Books	1,100.00	1,100.00
Automobile Allowance	3,600.00	3,600.00

NAME: RISSMILLER, James M.
CHURCH: Community In Christ Presbyterian

	1990	1991
Salary	$ 22,800.00	$ 24,000.00
Social Security Equiv.		
Housing Allowance	15,200.00	16,000.00
Pension and Ins.	9,500.00	10,325.00
Furn. & Utilities Allow.		
Continuing Ed./Books	400.00	400.00
Automobile Allowance	4,000.00	4,000.00

NAME: SEBESAN, Dr. Dennis J.
CHURCH: Jamestown Presbyterian

	1990	1991
Salary	$ 23,320.00	$ 24,486.00
Social Security Equiv.	4,847.00	5,090.00
Housing Allowance	13,904.00	14,600.00
Pension and Ins.	9,119.00	10,162.00
Furn. & Utilities Allow.		
Continuing Ed./Books	1,560.00	1,638.00
Automobile Allowance	2,250.00	2,363.00

NAME: SHELTON, R. Page
CHURCH: Third Creek Presbyterian

	1990	1991
Salary	$ 22,000.00	$ 22,000.00
Social Security Equiv.	2,045.00	2,045.00
Housing Allowance		
Pension and Ins.	7,846.00	8,132.00
Furn. & Utilities Allow.		
Continuing Ed./Books	750.00	750.00
Automobile Allowance	2,250.00	2,600.00

NAME: SNIPES, Stevan A.
CHURCH: North Wilkesboro Presbyterian

	1990	1991
Salary	$ 18,205.00	$ 19,300.00
Social Security Equiv.	1,541.00	1,475.00
Housing Allowance	6,527.00	6,527.00
Pension and Ins.	6,905.00	7,467.00
Furn. & Utilities Allow.		
Continuing Ed./Books	750.00	750.00
Automobile Allowance	2,100.00	2,100.00

NAME: SOSEBEE, Billy F.
CHURCH: Second Presbyterian, Lexington

	1990	1991
Salary	$ 21,115.00	$ 22,000.00
Social Security Equiv.	2,100.00	2,142.00
Housing Allowance		7,242.00
Pension and Ins.	7,545.00	8,160.00
Furn. & Utilities Allow.	4,000.00	4,000.00
Continuing Ed./Books	750.00	750.00
Automobile Allowance	3,040.00	3,040.00

NAME: VOTH, Stan
CHURCH: First Presbyterian, Winston-Salem

	1990	1991
Salary	$ 21,560.00	$ 22,638.00
Social Security Equiv.	2,575.00	3,109.00
Housing Allowance	18,000.00	18,000.00
Pension and Ins.	10,199.00	10,566.00
Furn. & Utilities Allow.	6,000.00	6,000.00
Continuing Ed./Books	750.00	750.00
Automobile Allowance	3,850.00	3,850.00

NAME: WILLIAMS, Dr. Charles
CHURCH: First Presbyterian,Burlington

		1990	1991
Salary	: $	28,493.00	$ 29,775.00
Social Security Equiv.	:	3,561.00	3,772.00
Housing Allowance	:	18,996.00	19,851.00
Pension and Ins.	:	11,872.00	12,903.00
Furn. & Utilities Allow.	:		
Continuing Ed./Books	:	1,500.00	1,500.00
Automobile Allowance	:	4,982.00	4,982.00

NAME: WOODALL, Paul
CHURCH: Bethel Presbyterian

		1990	1991
Salary	: $	22,100.00	$ 23,000.00
Social Security Equiv.	:		
Housing Allowance	:		
Pension and Ins.	:	8,192.00	8,684.00
Furn. & Utilities Allow.	:	3,000.00	3,000.00
Continuing Ed./Books	:	500.00	500.00
Automobile Allowance	:	2,500.00	2,500.00

NAME: WRENN, Jr., William J.
CHURCH: Brentwood Presbyterian

		1990	1991
Salary	: $	19,000.00	$ 20,000.00
Social Security Equiv.	:		
Housing Allowance	:		
Pension and Ins.	:		
Furn. & Utilities Allow.	:	1,500.00	2,500.00
Continuing Ed./Books	:		
Automobile Allowance	:	2,850.00	3,400.00

AME: YODER, Robert L.
HURCH: Bethesda Presbyterian

		1990	1991
Salary	: $	21,013.20	$ 21,013.20
Social Security Equiv.	:	1,816.59	1,816.59
Housing Allowance	:		
Pension and Ins.	:	7,419.68	7,716.47
Furn. & Utilities Allow.	:		
Continuing Ed./Books	:	750.00	750.00
Automobile Allowance	:	2,400.00	2,600.00

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SALEM PRESBYTERY

SPECIAL MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA
March 2, 1991

SPECIAL MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

BURLINGTON, NORTH CAROLINA

March 2, 1991

The Special Meeting of Salem Presbytery was called to order by Moderator Ivan Lowery at 9:00 a.m. on Saturday, March 2, 1991, in the First Presbyterian Church of Burlington, North Carolina. The opening prayer was led by Ivan Lowery. The Moderator called the Special Meeting for the following purposes:

1. To study some of the issues which have confronted the General Assembly Special Task Force on Human Sexuality.

2. To vote on Amendments to the Constitution of the Presbyterian Church (U.S.A.) referred to the presbyteries by the 1990 General Assembly.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., George W. Alexander, Jr., Frank Allen, Tom B. Anderson, J. Lawrence Ayers, James H. Banbury, J. William Black, Jesse W. Bledsoe, Linda L. Blessing, Warren C. Brannon, Robert A. Bryant, Malcolm M. Bullock, Robert E. Button, Charles Carter, Carole R. Chase, S. Jay Click, Mary Boyd Click, J. Alexander Coblentz, David T. Daniel, Max E. Deal, Frank M. Dew, James A. Dickens, Carl W. Dumford, Christopher East, John Eliason, James W. Eller, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Dusty K. Fiedler, Robert A. Fiedler, Charles Fitzpatrick, Janet Briscoe Flagg, Joseph W. Flora, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Reagan P. Gibbs, James H. Grant, Jr., Lucius A. Gray, Hewon Han, John M. Handley, William C. Hayes, James Henderson, David L. Henry, J. Samuel Hobson, Jr., Ann I. Hoch, Z. N. Holler, Robert M. Howard, Stephen A. Hundley, George Hunter, Robert S. Jeffords, Henry J. Keating, Phyllis M. H. Kort, William R. Knox, Donald E. Lannon, William F. Lawrence, Jr., Robert Lee, David T. Lee-Andrews, Robert M. Lewis, S. Edwin Lewis, Ivan W. Lowery, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, Judson J. Milam, John L. Milholland, E. Thomas Miller, Donald Mimbs, James A. Mitcham, Reid Montgomery, Allen E. Morrison, William H. Morrison, Lisa Mullen, George H. Murray, IV.

N-Z

J. Herbert Nelson, Frances Olson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Catherine J. Reed, Leland A. Richardson, James Rissmiller, Susan M. Roddey, Jeannette G. Rodenbough, Paul S. Ryoo, Danny M. Sharpe, R. Page Shelton, Jerod D. Shetler, Stephen A. Shive, Ethel Simonetti, Ronald A. Smith, Steven A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L.

Spears, Rollin M. Steele, Patricia F. Stewart, Robert R. Tolar, Jr., Robert L. Turner, William D. Varker, Stanley M. Voth, W. Russell Ward, Jr., William C. Weckerly, Norman M. Whitney, Sr., Benjamin F. Williams, Charles Williams, James Wilson, Paul D. Woodall, Jr., R. Scott Woodmansee, Robert L. Yoder, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James Allen, Thomas B. Bagnal, Jr., John W. Bell, L. Adlai Boyd, Edwin Brammer, John C. Brearley, M. Gray Clark, Frederick A. H. Coates, Robert F. Dean, Barbara Dua, Phillip R. Gehman, J. Stimson Hawkins, Robert W. Herron, Fredrick Horner, Joanne Hull, Guy W. Hunt, Jr., Ann B. Jahnes, William Stacy Johnson, Walter W. King, Paul Lindsey, Steve A. Martin, James F. Miller, Steve M. Pharr, Joseph L. Pickard, Phillip J. Pogue, John G. Ragland, Paul N. Ridolfi, Dennis Sebesan, A. Carter Shelley, John T. Pitt, Jr., Rockwell P. Ward, J. Gordon Williams, William J. Wrenn.

The following Ministers were unexcused:

Michael Askew, Jonathan Barker, Ernest Bradford, William D. Carmines, George Carpenter, William H. Chappell, Robert R. Childs, Jr., Clyde T. Cook, Kermit W. Dancy, Frank A. Davison, M. Susan Dobyns, T. McLean Faw, Jr., James T. Frazier, Elijah B. Freeman, Larry W. Freeman, Carter Gillespie, Scott C. Girard, Cynthia R. Higgins, William S. Johnston, Benjamin Kirkland, Elizabeth L. Lamb, Laura C. Long, Z. Bradford Long, J. Roger Marrow, James M. Mauldin, Kathleen Murdock, George Neal, Richard Osmer, Franklin L. Partridge, III, Karen Pearson, Gerald N. Reiff, Grant M. Sharp, James T. Shields, Jeffrey Dee Smith, Jerry M. Smith, Samuel Stevenson, John B. Talmage, Glenn C. Thomason, Michael E. Woodard, Richard Wurst, Jr.

The following Missionaries and Chaplains were excused:

Sherron K. George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Charles L. Brown, William Brown, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Frank Collier, Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Joseph M. Garrison, Dewitt F. Helm, Everett A. Hewlett, Rufus F. Jamerson, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes Macauly, John R. McAlpine, III, James M. McDaniel, Lacy McPherson, Allen C. McSween, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, James L. Price, Jr., Charles Reckard, John A. Redhead, Jr., William C. Rhodes, Jr., Lester E. Sheppard, William W. Sloan, William R. Smith, III, Thompson B. Southall, Jamie D. Stimson, Harry S. Thomas, Harold Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank Wilkinson, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Claude T. Church, Buddy Fields, Ralph Hobbs, Allen Temple Virginia Mott, Asbury Clara Rogers, Asheboro, First G. Douglas Aitken, Jr., Dave Rowe, Back Creek Billy L. Lefler, Bethany (Graham) Inez Webster, Bethany (Satesville) Edgar Ingram, Bethel Bobby Dawson, Bethesda (Ruffin) David K. Neal, Bethesda (Satesville) Reba McNeely, Beulah Robert Habershaw, Elizabeth R. Scott, Buffalo Otis B. Osborne, Burlington, First Tom McGowen, Sr., Gene Pruitt, Dorothy

Shoffner, Centre Dorothy Morrison, Clemmons Jim Moore, Clio J. A. Dobson, Community in Christ Marsha L. Hooks, Cooleemee, Grier C. Waller, Covenant Ann McKenzie, Crestwood Rachel D. Wiles, Cross Roads Aline Tate, Dellabrook Inis D. Johnson, Annie McRe, Dogwood Acres Linda Robbins, Eden, First Horace Penn, Edward Webb Gladys W. Bailey, LaDonna N. McCarther, El Bethel Rebecca Strutton, Elkin Byron Wolfe, Fairmont Julia M. Haire, Faith Scott Behrhorst, Fellowship Addison L. Hill, Fieldstone Robert Newman, Fifth Creek Shirley Stroud Flat Rock Rosa Marshall, Forest Park Pat Witherington, Francisco Octavia B. Edwards, Franklin Nathan Thomason.

G-M

Glendale Springs Ernest J. Obanion, Glenwood Russ Gordon, Grace Lois Brake, W. E. Shouse, Graham Dn Hawkins, Steve Helms, Greensboro, First Emmett W. Bringle, Warren B. Buford, II, C. Archie Colemon, Griers Cornelia W. Satterfield, Guilford Park O'Neal H. Lannon, Betty Peraldo, Ellen Weiner, Hawfields R. A. Evans, Jr., Ralph Webster, High Point, First Sara Harris, Ben Martin, Murray M. White, Jr., Highland Cindy Garrison, Elaine Handley, Hills Sylvia A. Smith, Jamestown John C. Hamil, John Calvin Haywood Cope, Joyce Moyer Martin, Kernersville, First Martha Faye Collins, Lansing Jeanette Paisley, Lexington, First Bob Floyd, Frank King, Lexington, Second Curtis Morrow, Logan Irene Dye, Daisy M. Keaton, Lloyd Ada S. Brown, Edwin L. Patterson, Madison Ron Joyce, Mebane T. D. Jones, Memorial Harriet L. Gardner, Walter Thompson, Milton Larry H. Jeffress, Mocksville, First Pegge Wallace, Mooresville, First Pressley B. Brawley, Jr., R. Thurston McNeely, Mount Jefferson Orleta M. Demuth, Mount Tabor Vanessa K. Chunn, Howard C. Taggert.

N-Z

New Creation Community Anne McKee, New Salem Jeanne Cockrell, North Wilkesboro Syd Spainhour, Sam Vickery, Old Town John B. Barr, Parkway V. Derron Daugherty, Jr., Fred N. Ward, Piedmont Bob Adams, Pilot Mountain, First Michael D. Smitherman, Pine Hall Robert B. Parker, Pittsboro Jay Olson, Pleasant Grove Linda B. Cobb, Presbyterian Church of the Covenant David Sheets, Prospect Betty Lowrance, Randolph Susan Key, Reidsville, First James T. Suttles, Saint Andrews Roy Westbrook, Saint James Luella J. Graves, Rosa Yourse, St. Paul (Greensboro) William L. Tollar, Salisbury, First Bob Ingram, Jean B. Mobley, Salisbury, Second Carl W. Hall, Sandy Ridge Terry Harris, Sedgefield Bill Poe, Shady Side Charles England, Shallowford Chuck Robinson, Shiloh, Burlington Mary J. Loy, Speedwell Michael B. Farrell, Spencer Tom Powell, Springwood Michael Griggs, Starmount Carolyn Otten, Carlyle B. Owens, Jr., Carl W. Treleaven, Statesville, First Costi Kutteh, Pat McJunkin, Stony Creek Frances S. King, Taylorsville Martha P. Fox, Third Creek Joyce Brown, Thomasville, First Sue Langfitt, Thyatira Frank W. Fuller, Jr., Trinity (Elon College) Alura Wheeler, Trinity (Salisbury) Myrtle B. Stevenson, Trinity (Winston-Salem) Sallie Heald, Unity W. R. Perrell, Westminster (Burlington) William Draver, Westminster (Greensboro) Rosemary S. Overton, James W. Wright, Winston-Salem, First Richard E. Glaze, Bryan Haislip, W. Graham Lynch, Harold Menck, Martha J. Young, Yadkin United Donald L. Tate, Yadkinville Suzanne Thomasson, Yanceyville Ruby M. Sheridan.

The following Churches were excused from having representation at this meeting of Presbytery.

Brentwood, Church of the Cross, Danbury Community, Freedom, Laurel Fork, Mount Airy, First, Mount Vernon Springs, Oakland.

The following Churches were not present and did not request an excust from this meeting of Presbytery.

Baird's Creek, Bixby, Boone, First, Boonville, First, Calvary, Cameron, Cleveland, Collinstown, Concord, Ebenezer, Elmwood, Forest Hills, Greenwood, Gulf, Harmony, Hope View, Immanuel, Korean First, Little Joe's, Love Valley, Mocksville, Second, Mount Vernon, Oakview, Old Providence, Peak Creek, Pine

Ridge, Red House, Reid Memorial, Riverview, Rumple Memorial, Shiloh, Statesville, Siler City, Smyrna, Southminster, Sparta, St. Paul (High Point), Stoneville, Tabor, Vandalia, Wentworth, Whispering Pines.

The following Church Professionals were enrolled:

Connie DeKleuver, Evelyn Edwards, Claire Davis Holt, Rebekah Lee-Andrews, Dottie Metropol, Paige Tolar, Parks O. Williams.

The following Visitors were registered:

Richard L. Barnes, John Barney, JoAnn Barr, Kaye Barrow, Annie Miller Bates, Frederick Beck, Joanne S. Beeson, Edna Bell, J. Best, Larry Blackwell, Rudolph V. Boone, Sr., Karolen Bowman, Keith Bowman, Eloise Boyd, Frances Briggs, George Brown, Janie Nance Brown, Charles Cameron, Marian Cameron, Bobbie Carter, Don Castleman, Martha Cline, Robert Cline, Mary Nell Coblentz, Greta Connor, Charles Coone, Treva Cundiff, Mack Dagenhart, Kay Daniel, Dale Davidson, Herbert Demuth, Jeanette Dickens, Martha Dobson, Thomas A. Doster, Carol Smith Dyson, Bill East, Kenneth Eckles, Virginia Edmiston, Rachel Ellis, Frances Fitzpatrick, Mary W. Floro, Robert Gilchrist, Ezra C. Gilliam, Marion G. Gilliam, Creola Goodman, Audrey W. Gottschall, Jean Gross, Edna H. Ham, Ben Harrison, Margaret Haynes, Ruth Hopkins, Douglas Horne, Catrelia S. Hunter, Helen Hunter, Julia Joyce, David K. Kinser, Tom Lane, James R. Lee, Terri M. Lee, Sarah Lefler, Ruth B. Lenger, Margaret Marks, Robert J. McBryde, Jenny Lynn McKenna, Brenda F. McNeely, Anne M. McNeill, Jane Miller, Molly O. Morgan, Mamie C. Morris, Helen R. Mitcham, E. B. Morrison, Patsy Morrison, Ann Mosley, Bob Mullings, Mrs. James Neely, Ken A. Neill, Doug Norwood, Frances O'Branion, Betsy O'Brien, W. Davies Owens, Carol Parke, Ruth M. Patterson, Sharon Potts, Lucy M. Rankin, O. Hunter Roddey, Betsy Rule, Otis B. Scott, Patsy Sexton, Charles L. Sheridan, W. A. Sides, Jr., Mary M. Sloop, Karen Smitherman, Theresa Somers, Marilyn Spears, Brian Stewart, Ann R. Straughan, Annie H. Taggert, Valerie Thomas, Clara Thomason, J. Landon Thompson, Linda Thurston, Steve Thurston, Frank Washburn, M. Washburn, William R. Webber, Bruce Wheeler, Robert E. White, Annie L. Wilkinson, Jean Williams, Trevor Williams, Gay J. Wyche.

The following Salem Presbytery Staff were present:

Willie D. Garvin.

DOCKET

The docket was approved as presented by the Moderator of Council.

WELCOME

The Governing Body was welcomed and information regarding the facilities was presented by the host pastor, Dr. Charlie Williams.

INTRODUCTION OF HUMAN SEXUALITY FORUM

Mary Boyd Click, Moderator of the Social Justice Issues Committee introduced the forum and explained the rationale for the schedule.

HOW THE SYSTEM WORKS

John Handley presented a paper describing the presbyterian system and listing options for response (Appendix A, pp. 75-76).

PRESENTATION BY THE REV. DR. JOHN CAREY
Task Force Report

John Carey, Moderator of the General Assembly Special Committee on Human Sexuality spoke on the Task Force Report.

QUESTIONS, CLARIFICATION, AND COMMENTS

Those in attendance had opportunity for twenty-five minutes to ask questions, seek clarification, and to comment.

PRESENTATION BY THE REV. DR. MARILYN WASHBURN
Minority Report

Marilyn Washburn, member of the General Assembly Special Committee on Human Sexuality, and member of the minority group spoke on the Minority Report.

QUESTIONS, CLARIFICATION, AND COMMENTS

Those in attendance had opportunity for twenty-five minutes to ask questionsk seek clarification, and to comment.

WRAPUP

Mary Boyd Click thanked the speakers and encouraged the people to read the reports.

WORSHIP

At 12:30 p.m. the Presbytery joined in a short service of worship led by Molly Morgan. The organist was Robert B. King.

LUNCH

Following announcements and Prayers of Thanksgiving, the Presbytery was recessed for lunch at 12:35.

AFTERNOON SESSION

At 1:20 p.m. Presbytery reconvened with prayer.

PRESENTATION OF AMENDMENTS

The Ad Hoc Committee appointed by Council to study and present these Constitutional Amendments (Rev. Jamie Pharr, Moderator, Neel Fleming, III, LaDonna McCarther, and Rev. Jesse Bledsoe) presented them in the following manner:

1. Some background information was given concerning Part One (A Brief Statement of Faith) after which the floor was opened for discussion. Commissioners were then asked to vote for or against the Statement of Faith. No amendments to the Statement were entertained since it was before us as a constitutional change.

ACTION:

Presbytery answered in the affirmative all proposed amendments pertaining to the Brief Statement of Faith.

2. The ten amendments in Part Two were proposed for adoption.

ACTION:

The vote on the Amendments was as follows:

A	Approved
B1	Approved
B2	Defeated
B3	Approved
C1	Approved
C2	Defeated
D	Approved
E1	Approved
E2	Approved
F	Approved

ADJOURNMENT AND BENEDICTION

There being no further business, the Special Meeting of Salem Presbytery was adjourned at 2:40 p.m. with prayer, including Prayers of Intercession, by the Moderator, Ivan Lowery.

Respectfully submitted,

John M. Handley

John M. Handley
Stated Clerk

Exercising your POWER:

1. KNOW THE DIFFERENCE between a General Assembly POLICY statement and a CONSTITUTIONAL AMENDMENT. A number of persons have asked why Presbytery is not voting on the reports of the Task Force on Human Sexuality. The reasons center around the difference between:

   a. Policy statements (which are basically either interpretations of the Constitution or guidelines for understanding current events/situations and program development by General Assembly Ministry Units; and

   b. Constitutional Amendments which are changes in the Book of Order and the Book of Confessions.

> Our Commissioners to the General Assembly vote on both, the Presbytery only votes on Constitutional Amendments.

Policy statements can be changed by the next General Assembly, while Constitutional changes take at least two years. Policy statements are vitally important for at least two reasons:

First, the guidelines of a policy statement affect the programs carried out by the Ministry Units, Councils, and other agentry of the Presbyterian Church (U.S.A.).

Second, another type of policy statement interprets the Constitution for synods, presbyteries, and sessions in implementing church law (Example: in not ordaining practicing homosexuals to church office) and when specific cases are appealed to the General Assembly for decision.

2. UNDERSTANDING YOUR OPTIONS FOR RESPONSE

   a. You can correspond with Salem's General Assembly Commissioners on your views on certain issues before the 1991 Assembly (since Commissioners may change due to illness or other circumstances, please address: General Assembly Commissioners, P. O. Box 1763, Clemmons, NC 27012. The Presbytery Office will see that each Commissioner receives all such correspondence).

   b. Go to the General Assembly Meeting yourself in Baltimore, Maryland, June 4-14. Anyone who signs up for a Standing Committee Public Hearing can be heard by those commissioners (sign up sheets are available on the first or second days of the Assembly--Hearings are usually held by the third day).

   c. An overture from a presbytery. This may be proposed by a session or by a presbytery committee. It must be sent to the Stated Clerk of the General Assembly by 60 days before the Assembly (April 4) to be mailed in advance to commissioners or 45 days to be distributed at the beginning of the Assembly. Presbyteries will have the opportunity to designate overture advocates to speak for them to the Assembly committee.

   d. A communication from an organization which has no regular access to the General Assembly through established procedures. Should be submitted 45 days in advance to the Stated Clerk.

   e. A Commissioner's Resolution. Commissioners to the General Assembly will receive a copy of the Manual of the General Assembly. See Standing Rule 42. Any two commissioners may propose an item of business for assembly consideration no later than noon on the third day. This is a useful vehicle for late presentation by sessions and presbyteries.

CONCERNED AND RESPONSIBLE PRESBYTERIANS DON'T JUST GRUMBLE!

PRESBYTERIAN POLICY PATH

1987 GA authorizes appointment by Moderator Rogers

1988 Moderator Hall asks GA for 6 additional TF members

'87 '88 '89 '90 Task Force Studies

BALTIMORE

1991 Majority Report in Standing Committee

Minority Report in Standing Committee

Standing Committee on Human Sexuality

Can - Approve
- Amend
- Reject
- Recommend more study, etc.

for both reports

'89 - '90 Public Hearings Across the Country

10 recs. held until 1993

76

General Assembly decides final disposition of report - by acting on the Standing Committees "version":

- Approve
- Amend
- Reject
- More Study
- No Action

GA FLOOR

1990 GA grants one year extension for report

'90 Public Hearings Continue

1991 Task Force approves final report with 47 recommendations

Majority

Minority

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C285
S16m

VOLUME III NUMBER 2

Minutes of

SALEM PRESBYTERY

SPECIAL MEETING
HIGHLAND PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA
April 2, 1991

TENTH STATED MEETING
STARMOUNT PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 23, 1991

Minutes of

SALEM PRESBYTERY

SPECIAL MEETING
HIGHLAND PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA
April 2, 1991

MINUTES OF

SALEM PRESBYTERY

SPECIAL MEETING
HIGHLAND PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA

April 2, 1991

OFFICERS

Moderator	Ivan W. Lowery
Moderator-in-Nomination	Rudolph V. Boone, Sr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Jim Clinard
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

SPECIAL MEETING

MINUTES OF SALEM PRESBYTERY

HIGHLAND PRESBYTERIAN CHURCH

WINSTON-SALEM, NORTH CAROLINA

April 2, 1991

The Special Meeting of Salem Presbytery was called to order by Moderator Ivan Lowery at 1:00 p.m. on Tuesday, April 2, 1991, in the sanctuary of Highland Presbyterian Church, Winston-Salem, North Carolina. The opening prayer was led by the Moderator.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff Non-Commissioners	1
Elders	102		
Ministers	90	Visitors	23
Corresponding Members		Total Enrollment	220
Ministers	1		
Church Educators	4		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., J. Lawrence Ayers, James H. Banbury, Jesse W. Bledsoe, Linda L. Blessing, Warren C. Brannon, Robert A. Bryant, Malcolm M. Bullock, Charles Carter, M. Gray Clark, Mary Boyd Click, Frederick A. H. Coates, J. Alexander Coblentz, David T. Daniel, Max E. Deal, Robert F. Dean, Frank M. Dew, James A. Dickens, Barbara Dua, Christopher East, John Eliason, Stewart E. Ellis, Robert C. Evans, III, T. McLean Faw, Jr., Dusty K. Fiedler, Janet B. Flagg, Harold E. Fuller, Jr.

G-M

Scott C. Girard, Lucius Gray, Hewon Han, John M. Handley, James Henderson, David L. Henry, Cynthia R. Higgins, J. Samuel Hobson, Jr., Z. N. Holler, Fredrick Horner, Robert M. Howard, Joanne Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Robert S. Jeffords, Henry J. Keating, William R. Knox, Donald E. Lannon, Robert Lee, Robert M. Lewis, Ivan W. Lowery, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, Judson J. Milam, John L. Milholland, James A. Mitcham, Allen E. Morrison, Lisa Mullen, George H. Murray, IV.

N-Z

David C. Partington, S. Curtis Patterson, Karen Pearson, A. B. Plexico, Phillip J. Pogue, Catherine J. Reed, Leland A. Richardson, James Rissmiller, Jeannette G. Rodenbough, Grant M. Sharp, A. Carter Shelley, R. Page Shelton, Jerold D. Shetler, Ethel Simonetti, Steven A. Snipes, Laura M. Spangler, Joe S. Spears, Rollin M. Steele, Samuel Stevenson, Jamie D. Stimson, Robert R. Tolar, Jr., John Truitt, Jr., Rockwell P. Ward, W. Russell Ward, Jr., William C. Weckerly, Norman

M. Whitney, Sr., Frank Wilkinson, Charles Williams, James Wilson, R. Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

James Allen, Thomas B. Bagnal, Jr., Jonathan Barker, John W. Bell, J. William Black, Edwin Brammer, John C. Brearley, Robert E. Button, William D. Carmines, George Carpenter, Carole R. Chase, S. Jay Click, Kermit W. Dancy, Frank A. Davison, M. Susan Dobyns, James W. Eller, Robert A. Fiedler, R. O. Freeman, Phillip R. Gehman, James H. Grant, Jr., J. Stimson Hawkins, Robert W. Herron, Ann I. Hoch, Ann B. Jahnes, William S. Johnson, Walter W. King, Phyllis M. H. Kort, S. Edwin Lewis, Steve A. Martin, E. Thomas Miller, Donald Mimbs, Reid Montgomery, Kathleen Murdock, Frances Olson, Joseph L. Pickard, John G. Ragland, Paul N. Ridolfi, Dennis Sebesan, Patricia F. Stewart, Benjamin F. Williams, Paul D. Woodall, Jr., Michael Woodard, Christopher E. Zorn.

The following Ministers were unexcused:

George W. Alexander, Jr., Frank Allen, L. Adlai Boyd, Ernest Bradford, William H. Chappell, Robert R. Childs, Jr., Clyde T. Cook, Carl W. Dumford, Carlton A. G. Eversley, James T. Fazier, Elijah B. Freeman, Larry W. Freeman, Reagan P. Gibbs, Carter Gillespie, William C. Hayes, William S. Johnston, Benjamin Kirkland, Elizabeth L. Lamb, William F. Lawrence, Jr., David T. Lee-Andrews, Paul Lindsey, Laura C. Long, Z. Bradford Long, J. Roger Marrow, James M. Mauldin, James F. Miller, William H. Morrison, George Neal, J. Herbert Nelson, Richard Osmer, Franklin L. Partridge, III, Jamie Bibee Pharr, Steve M. Pharr, Gerald N. Reiff, Susan M. Roddey, Paul S. Ryoo, Danny M. Sharpe, James T. Shields, Stephen A. Shive, Jeffrey D. Smith, Jerry M. Smith, Ronald A. Smith, Billy F. Sosebee, John B. Talmage, Glenn C. Thomason, William D. Varker, Stanley M. Voth, J. Gordon Williams, Richard Wurst, Jr.

The following Missionaries and Chaplains were excused:

Sherron K. George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Frank Collier, Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Charles Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Joseph M. Garrison, Dewitt F. Helm, Everett A. Hewlett, Rufus F. Jamerson, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Joseph Mullin, Darrell A. Parker, J. K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, James L. Price, Jr., Charles Reckard, John A. Redhead, Jr., William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, Harold Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Robert Smith, Muriel C. Ward, Allen Temple Virginia Mott, Asbury Tom Sheppard, Asheboro, First Earle Chapman, Robert Hochuli, Back Creek Robert Cline, Bethany (Graham) Inez F. Webster, Bethany (Statesville) James P. Ingram, Bethesda (Ruffin) J. D. Foster, Bethesda (Statesville) Mary Rose Head, Bixby Tom Cornatzer, Brentwood Keith D. Clark, Sr., Buffalo Margaret T. McKnight, Community

in Christ, Presbyterian Annie S. Oakley, Cooleemee Grier C. Waller, Covenant Roy L. Rowe, Crestwood Clarice Hutchins, Cross Roads R. L. Thomas, Dogwood Acres Anne B. Neely, Eden, First Horace Penn, Edward Webb Gladys W. Bailey, LaDonna N. McCarther, El Bethel Becky Strutton, Elkin Ed Snyder, Faith Sally Beck, Fellowship Michael R. Underwood, Fifth Creek Kenneth C. Niblock, Flat Rock Alvis L. McAlexander, Forest Hills Gay J. Wyche, Francisco Octavia B. Edwards, Franklin Grace R. Lowe.

G-M

Glenwood Russ Gordon, Grace Gertrude Scippio, Greensboro, First Robert P. Williams, Guilford Park O'Neal Lannon, Hawfields R. A. Evans, Ralph Webster, High Point, First Bill Boyles, Willa L. Connor, Hunter Dalton, Highland Cindy Garrison, Elaine Handley, Jamestown R. H. W. Jones, Bill Pleasants, John Calvin Haywood M. Cope, Kernersville, First Faye Collins, Lexington, First Robert G. Floyd, Frank King, Lloyd Edwin L. Patterson, Logan Irene Dye, Daisy Keaton, Mebane T. D. Jones, Mocksville, First Peggy Wallace, Mooresville, First Phifer I. Johnson, Miriam W. McNeely, Mount Jefferson Bill Rettew, Mount Tabor Roy L. Carruth, Howard C. Taggert.

N-Z

New Creation Community Ann McKee, New Salem Jeanne Cockrell, North Wilkesboro Blair Gwyn, Sam S. Vickery, Old Providence Harry S. Johnson, Parkway Alton Canady, Doris C. Lewis, Piedmont Bob Adams, Pilot Mountain, First P. R. Nelson, Pittsboro Charles Cameron, Pleasant Grove Jeannette C. Watson, Presbyterian Church of the Covenant David Sheets, Prospect Betty Lowrance, St. Andrews Fred B. Knott, St. Paul (Greensboro) William L. Tullar, Salisbury, First Collin C. Grubb, John K. Grubb, Jr., Salisbury, Second Carl W. Hall, Sedgefield Bill Poe, Shallowford Sally Gant, Siler City Katherine H. Cheek, Vivian H. Stogsdill, Speedwell Michael B. Farrell, Spencer Merrill Russell, Starmount Peg Moore, Craig Siler, Carl Treleaven, Statesville, First Paul C. Meech, Tabor William B. Norris, Third Creek Dorothy Fleming, Thomasville, First Ken A. Neill, Thyatira Benjamin Harrison, Trinity (Salisbury) Greta Connor, Myrtle Stevenson, Trinity (Winston-Salem) William G. McLeod, Vandalia Donal M. Mitchell, Winston-Salem, First W. E. East, Mack Dagenhart, Bryan Haislip, Harold Menck, Yadkin United Thomas O. Vinson, Yanceyville Ruby Sheridan.

The following churches were excused from having representation at this meeting of Presbytery:

Bethel, Collinstown, Fieldstone, Glendale Springs, Hills, Lansing, Laurel Fork, Love Valley, Mount Airy, First, Pine Hall, Pine Ridge, Reidsville, First, Sandy Ridge, Shady Side, Shiloh (Burlington), Unity.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Beulah, Boone, First, Boonville, First, Burlington, First, Calvary, Cameron, Centre, Church of the cross, Clemmons, Cleveland, Clio, Concord, Danbury Community, Dellabrook, Ebenezer, Elmwood, Fairmont, Forest Park, Freedom, Graham, Greenwood, Griers, Gulf, Harmony, Hope View, Immanuel, Joyce, Korean First, Lexington, Second, Little Joe's, Madison, Memorial, Milton, Mocksville, Second, Mount Vernon, Mount Vernon Springs, Oakland, Oakview, Old Town, Peak Creek, Randolph, Red House, Reid Memorial, Riverview, Rumple Memorial, Shiloh (Statesville), Smyrna, Southminster, Sparta, Springwood, St. James, St. Paul (High Point), Stoneville, Stony Creek, Taylorsville, Trinity, Elon College, Wentworth, Westminster (Burlington), Westminster (Greensboro), Whispering Pines, Yadkinville.

The following Church Professionals were enrolled:

Gwaldys Keating, Ida McCaskill, Susan O'Bryant, Ella Mae Phelps.

The following Visitors were registered:

G. Douglas Aitken, Sr., Johnsie Brannon, Launa Brock, Marian Cameron, Kay Daniel, Creola Goodman, John Hamil, W. S. Hall, Lillistein M. Harris, Nettie Johnson, Gayl Knox, Ruth B. Lenger, Mamie C. Morris, Mary P. Nussman, C. J. Parker, Betty Peraldo, Herb Reese, T. H. Rudd, Charles L. Sheridan, Mildred Smith, Valerie C. Thomas, Murray M. White, Jr.

The following Corresponding Members were present:

John A. Wilkerson, Jr., from Charlotte Presbytery.

The following Administrative Staff were present:

Willie D. Garvin.

Elder Rudolph V. Boone, Sr., Moderator-in-Nomiation of Salem Presbytery, was also present.

DOCKET

The Docket was approved as presented by the Moderator of Council.

WELCOME

The Governing Body was welcomed and information regarding the facilities was presented.

OVERTURE TO THE GENERAL ASSEMBLY

Council Moderator Chip Steele presented the recommendation from Council for an overture to the 203rd General Assembly. After debate and discussion, the presbytery adopted the following overture:

ACTION:

OVERTURE TO THE 203RD GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH (U.S.A.)

The Salem Presbytery, meeting April 2, 1991, at Highland Presbyterian Church, Winston-Salem, North Carolina, overtures the 203rd General Assembly as follows:

WHEREAS, Salem Presbytery has made available to its churches the report of the General Assembly Special Committee on Human Sexuality entitled Keeping Body and Soul Together: Sexuality, Spirituality, and Social Justice, including a minority report, immediately after their publication, and has addressed them at two Special Meetings called for study and response; and

WHEREAS, it is the judgment of Salem Presbytery that the majority report is inconsistent with Reformed interpretation of the Scripture and doctrine; and

WHEREAS, nevertheless there are issues and perspectives in the majority report of significant value and which call for address; and

WHEREAS, we affirm the need continually to explore issues of human sexuality in today's world, in the light of the Scripture and Reformed theology and doctrine; and

WHEREAS, we believe the exploration of human sexuality issues should emanate from the broadest possible base of church organizations and memberships;

NOW THEREFORE, Salem Presbytery requests the General Assembly to take the following actions:

1. That the Majority Report of the General Assembly Special Committee on Human Sexuality be rejected, that it not be printed in the Minutes of the General Assembly, and that it not be disseminated except upon specific request to purchase copies;

2. That the General Assembly Special Committee on Human Sexuality be dismissed, with thanks for their labors;

3. That the General Assembly strongly urge that congregations and governing bodies of the Presbyterian Church (U.S.A.) study issues related to human sexuality, using Scripture and the Confessions of this Church;

4. That the General Assembly direct its Ministry Unit on Theology and Worship and its Ministry Unit on Social Witness Policy to collaborate in formulating a bibliography of resources for use in these studies;

5. That the General Assembly devise and implement a method to receive and consider the results of such studies through appropriate agencies or committees of the Church, with recommendations for action based on such studies to be made to the 208th General Assembly.

April 3, 1991

John M. Handley, Stated Clerk

ADJOURNMENT AND BENEDICTION

There being no further business, the Special meeting of Salem Presbytery was adjourned with prayer by the Moderator.

Attested:

John M. Handley

John M. Handley
Stated Clerk

I N D E X

Enrollment 79

Overture to the General Assembly 82

Minutes of

SALEM PRESBYTERY

TENTH STATED MEETING
STARMOUNT PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 23, 1991

MINUTES OF

SALEM PRESBYTERY

TENTH STATED MEETING
STARMOUNT PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

April 23, 1991

OFFICERS

Moderator	Ivan W. Lowery
Moderator-in-Nomination	Rudolph V. Boone, Sr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Jim Clinard
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

TENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

STARMOUNT PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

April 23, 1991

The Tenth Stated Meeting of Salem Presbytery was called to order by Moderator Ivan W. Lowery at 9:00 a.m. on Tuesday, April 23, 1991, in the Starmount Presbyterian Church of Greensboro, North Carolina. The opening hymn and prayer were led by Ivan Lowery.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	143	Non-Commissioners	3
Ministers	121		
		Visitors	50
Corresponding Members			
Ministers	2	Total Enrollment	329
Church Educators	10		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., George W. Alexander, Jr., Frank Allen, Michael Askew, J. Lawrence Ayers, Thomas B. Bagnal, Jr., Jonathan Barker, J. William Black, Jesse W. Bledsoe, Edwin Brammer, Warren C. Brannon, John C. Brearley, Robert A. Bryant, Malcolm M. Bullock, Robert E. Button, George Carpenter, William H. Chappell, M. Gray Clark, Mary Boyd Click, S. Jay Click, Frederick A. H. Coates, J. Alexander Coblentz, Clyde T. Cook, Kermit W. Kancy, David T. Daniel, Frank M. Dew, James A. Dickens, Barbara Dua, Carl W. Dumford, Christopher East, John Eliason, James W. Eller, Stewart E. Ellis, Robert c. Evans, III, Carlton A. G. Eversley, T. McLean Faw, Jr., Dusty K. Fiedler, Janet Briscoe Flagg, Milton M. Foust, James T. Frazier, E. B. Freeman, R. O. Freeman, Harold E. Fuller, Jr.

G-M

Joseph M. Garrison, Reagan P. Gibbs, James H. Grant, Jr., Lucius Gray, Hewon Han, John M. Handley, William C. Hayes, James Henderson, David L. Henry, Robert W. Herron, Everett A. Hewlett, Cynthia R. Higgins, Z. N. Holler, Fredrick Horner, Joanne Hull, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Henry J. Keating, William R. Knox, Phyllis H. Kort, Donald E. Lannon, Robert Lee, David T. Lee-Andrews, Robert M. Lewis, S. Edwin Lewis, Ivan W. Lowery, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, Judson J. Milam, John L. Milholland, E. Thomas Miller, James F. Miller, James A. Mitcham, Allen E. Morrison, William H. Morrison, Lisa Mullen, George H. Murray, IV.

N-Z

David C. Partington, S. Curtis Patterson, Karen Pearson, Jamie Bibee Pharr, Joseph L. Pickard, Phillip J. B. Pogue, W. Clark Porter, III, Catherine J. Reed,

Leland A. Richardson, James Rissmiller, Jeannette G. Rodenbough, Paul S. Ryoo, Dennis Sebesan, Grant M. Sharp, A. Carter Shelley, Jerold D. Shetler, Stephen A. Shive, Ethel Simonetti, Ronald A. Smith, Steven A. Snipes, Billy F. Sosebee, Laura M. Spangler, Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, Robert R. Tolar, Jr., John Truitt, Jr., William D. Varker, Stanley M. Voth, Rockwell P. Ward, William C. Weckerly, Norman M. Whitney, Sr., Charles Williams, James Wilson, Paul D. Woodall, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

James Allen, John W. Bell, Linda L. Blessing, L. Adlai Boyd, Charles Carter, Carole R. Chase, Frank A. Davison, Robert F. Dean, M. Susan Dobyns, Robert A. Fiedler, Phillip R. Gehman, J. Stimson Hawkins, J. Samuel Hobson, Jr., Ann I. Hoch, Robert M. Howard, Stephen A. Hundley, William S. Johnson, Walter W. King, William F. Lawrence, Jr., Paul Lindsey, Steve A. Martin, Donald Mimbs, Reid Montgomery, Kathleen Murdock, J. Herbert Nelson, A. B. Plexico, John G. Ragland, Paul N. Ridolfi, Susan M. Roddey, Danny M. Sharpe, Joe S. Spears, Rollin M. Steele, J. Gordon Williams, Michael E. Woodard.

The following Ministers were unexcused:

James H. Banbury, Ernest Bradford, William D. Carmines, Robert R. Childs, Jr., Max E. Deal, Larry W. Freeman, Carter Gillespie, Scott C. Girard, William S. Johnston, Benjamin Kirkland, Elizabeth L. Lamb, Laura C. Long, Z. Bradford Long, J. Roger Marrow, James M. Mauldin, George Neal, Frances Olson, Richard Osmer, Franklin L. Partridge, III, Steve M. Pharr, Gerald N. Reiff, R. Page Shelton, James T. Shields, Jeffrey Dee Smith, Jerry M. Smith, John B. Talmage, Glenn C. Thomason, W. Russell Ward, Jr., Benjamin F. Williams, Richard Wurst, Jr., Christopher E. Zorn.

The following Missionaries and Chaplains were excused:

Sherron K. George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Frank Collier, Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Charles Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Dewitt F. Helm, Rufus F. Jamerson, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Joseph Mullin, Darrell A. Parker, J. K. Parker, Jr., O. W. Perrell, George A. Ploger, James L. Price, Jr., Charles Reckard, John A. Redhead, Jr., William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, Harold Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank Wilkinson, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Floyd Fogleman, Enos Smith, Allen Temple Leonard A. Hall, James Miles, Virginia Mott, Ashbury Clara Rogers, Asheboro, First G. Douglas Aitken, Sr., Jan Miller, Back Creek Bill Lefler, Bethany (Graham) Versa P. McPherson, Bethany (Statesville) Dorothy Grose, Bethel Jimmie Flippin, Bethesda (Ruffin) J. D. Foster, Bethesda (Statesville) Sue Cook, Beulah Robert N. Habershaw, Elizabeth Scott, Bixby Lib Cornatzer, Boone, First Wes Weaver, Buffalo John W. Marshall,

Burlington, First Tom Collins, Doug Mackintosh, Lyn Moser, Calvery L. T. Dixon, A. E. Peterson, Centre A. W. Woods, Clemmons Shirley Gunn, Clio John H. Summers, Collinstown Jackie Donald Overby, Community in Christ Presbyterian Marsha L. Hooks, Concord Tom Setser, Covenant W. A. Cummings, Cross Roads Ruth Walker, Dellabrook Inis Johnson, Jerrie P. Scarborough, Eden, First Horace Penn, Edward Webb Gladys W. Bailey, El Bethel Beatrice Barnes, Elkin Julia Anne Alexander, Faith Warren Hall, Fieldstone Linda Martin, Fifth Creek Kenneth Niblock, Flat Rock Alvis L. McAlexander, Forest Hills Vivian Frazier, Francisco Octavia B. Edwards, Franklin Dr. Claudia Gardner, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Glendale Springs Juanita Dancy, Grace Deborah Ford Sims, Mary N. Wade, Graham Jerry Holt, Greensboro, First Russell Sherrill, John G. White, Greenwood Wayne Robertson, Guilford Park Ezra Brooks, Ruby Scott, Hawfields John Mann, Robert Mebane, High Point, First Ben Martin, Jerry Wayne Robbins, Highland Katherine McGeachy Ward, Ruby Simmons, Hills Janice Yopp, Jamestown Claude Davis, John Hamil, John Calvin Haywood Cope, Kernersville, First Lear Powell, Laurel Fork Don Tucker, Lexington, First Mrs. Deppe Callahan, Mac Parrott, Lloyd Ada S. Brown, Logan Daisy Keaton, John William Tatum, Madison Barry Joyce, Peggy Sealy, Mebane Marshall Taylor, Memorial Lou Whitt, Mocksville, First Henry VanHoy, Mooresville, First Pressley B. Brawley, Jr., Robert W. Davidson, Mount Jefferson Bill Rettew, Mount Tabor Vanessa Chunn, Lilliesteen M. Harris, Mount Vernon Roman Culbertson, Walter R. Culbertson.

N-Z

New Creation Community Margaret Young, North Wilkesboro Betty R. Thompson, Sam Vickery, Oakland Ed Cole, Old Providence Randy Wooten, Parkway Doris Collins Lewis, Fred N. Ward, Piedmont Bob Adams, Pine Ridge Shaun Hunter, Pittsboro Charles W. Cameron, Pleasant Grove Madalu Wright, Presbyterian Church of the Covenant David Sheets, Presbyterian Church of the Cross Marion S. Clark, Prospect Betty Lowrance, Randolph George Slaydon, Reid Memorial John B. Faulkner, Reidsville, First James T. Suttles, St. Andrews Mrs. Myra Brown, St. James Catherine T. Bonner, Rosa Yourse, Salisbury, First C. A. Hoffman, Stahle Linn, Elinor Swaim, Sandy Ridge Cleo W. Ferguson, Sedgefield Lee Oliver, Shady Side Robert Gilchrist, Gertrude M. Reid, Shallowford Mike McClure, Shiloh (Burlington) W. H. Abplanalp, Smyrna Harley Farris, Sparta Betty W. Richardson, Speedwell Maude Wheeler, Spencer Catherine M. Harrison, Starmount Steve Fogarty, Michael T. Maynard, Thomas W. Sinks, Statesville, First Dick Boyd, Ted Edwards, Stony Creek Mrs. Wylline M. Garrison, Taylorsville Sheila Wright, Third Creek Robert H. Knox, III, Thomasville, First Betsy O'Brien, Thyatira Ben Harrison, Trinity (Salisbury) Myrtle B. Stevenson, Trinity (Winston-Salem) R. E. Pursley, Vandalia Dee Wolff, Wentworth W. D. Sherron, Westminster (Burlington) Wade Redding. Whispering Pines J. Ralph Wilson, Wintson-Salem, First Mack Dagenhart, Bruce E. Parrish, Jim Price, Yadkin United Marian L. Smith, Tom Vinson, Yanceyville Virginia Blackwell.

The following Churches were excused from having representatives at this meeting of Presbytery:

Dogwood Acres, Elmwood, Forest Park, Griers, Gulf, Lansing, Love Valley, Mount Airy, First, Shiloh (Statesville), Springwood, Trinity (Elon College), Unity.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Boonville, First, Brentwood, Cameron, Cleveland, Cooleemee, Crestwood, Danbury Community, Ebenezer, Fairmont, Fellowship, Glenwood, Harmony, Hope View, Immanuel, Joyce, Korean First, Lexington, Second, Little Joe's, Milton, Mocksville, Second, Mount Vernon Springs, New Salem, Oakview, Old Town, Peak Creek, Pilot Mountain, First, Pine Hall, Red House, Riverview, Rumple

Memorial, Salisbury, Second, Siler City, Southminster, St. Paul (Greensboro), St. Paul (High Point), Stoneville, Tabor, Westminster (Greensboro), Yadkinville.

The following Church Professionals were enrolled:

Martha Lou Anderson, Sammie Braxton, Bill Chase, Connie DeKleuver, Evelyn Edwards, Ruth Lenger, Ida McCaskill, Ella Mae Phelps, Delores Spielman, Parks Williams.

The following Visitors were registered:

Frank Ater, Annie Miller Bates, Frank M. Blue, Jewel Brammer, Roger Broeker, Marian G. Cameron, Alfred Clark, Charles Clubb, Pauline Cobb, Edna Earle Cole, Nelson Cole, Beth Dellert, B. E. Dotson, Mayo B. Dotson, Mark Draughn, Irene Dye, Mary Sue Ferguson, Creola Goodman, Ann Harrill, C. Jackson Harrill, Helen Hooper, Betty S. Jones, Helen Key, W. Graydon Key, Gayl Knox, Tom Lane, Evelyn Leavee, Ray Leavee, Margaret S. Marks, Edith Mattox, Cindi Maynard, Estella McFadden, Marie Miller, Melzer "Pat" Morgan, C. B. Owens, Leon B. Phifer, Marie Reed, Dot Richardson, Bill Russell, Otis B. Scott, W. A. Sides, Jean Suttles, Fred Tatum, Linda Thurston, Johnnie C. Toomer, Nori Torbert, Caroline Vanstory, Jane Weatherly, Bill Wheaton, Pat Wheaton, Jack White.

The following Corresponding Members were present:

Father Bob Hudak, pastor, St. Pius Roman Catholic Church; and Hal Hyde, member, Coastal Carolina Presbytery.

The following Administrative Staff were present:

Willie Garvin, Phyllis Plyler, Paul Ransford.

Also present was Elder Rudolph V. Boone, Sr., the Moderator-in-Nomination of Salem Presbytery.

DOCKET

The docket was approved as presented by the Moderator of Council.

ACTION

Presbytery approved time on the docket for the retirement service for The Reverend Thomas Benjamin Bagnal, Jr., and The Reverend Everett Augustus Hewlett, Sr.

WELCOME

The Governing Body was welcomed by Elder Tom Osborne of the Starmount Presbyterian Church. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. Cindy Higgins introduced Father Bob Hudak, a priest of the Franciscan Order and pastor of St. Pius Roman Catholic Church in Greensboro. Father Hudak was the Ecumenical visitor for the day.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix A, p. 110.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix B, pp. 111-113.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Resolutions: Richard Habershaw
Phyllis Kort

OMNIBUS MOTION

Rudolph Boone, Co-Moderator of Council, presented the Omnibus Motion. Following the removal of Recommendation #5, the Presbytery approved all the remaining recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

REPORT OF PRESBYTERY COUNCIL
Rudolph Boone/Rollin "Chip" Steele, Co-Moderators

The Salem Presbytery Council has met twice since the last Stated Meeting of Salem Presbytery.

For Information:

1. Council discussed the Human Sexuality Issues presentation to the March 2 Special Meeting of Salem Presbytery. Council approved the format for the March 2 Special Meeting including a component to explain how the Presbyterian System works. The following persons were appointed to an ad hoc committee from Council and Social Justice Issues Committee to study this issue with an eye to a possible overture to the General Assembly: Chip Steele, Pat Stewart, J. Herbert Nelson, Steve Thurston, Cindy Higgins, Tom Duckwall and one other person from the Social Justice Issues Committee. This ad hoc committee reported to the March 19 meeting of Council, at which time Council unanimously asked the Moderator to call a Special Meeting of Salem Presbytery at Highland Presbyterian Church, Winston-Salem, NC, at 1:00 p.m. on Tuesday, April 2, 1991. The purpose of the meeting was to consider an overture or overtures from Presbytery to General Assembly on the subject of the Report of the General Assembly Special Committee on Human Sexuality. The following Overture was approved by the Presbytery at its Special Meeting on April 2, 1991:

OVERTURE TO THE 203RD GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH (U.S.A.)

The Salem Presbytery, meeting April 2, 1991, at Highland Presbyterian Church, Winston-Salem, North Carolina, overtured the 203rd General Assembly as follows:

WHEREAS, Salem Presbytery has made available to its churches the report of the General Assembly Special Committee on Human Sexuality entitled Keeping Body and Soul Together: Sexuality, Spirituality,

and Social Justice, including a minority report, immediately after their publication, and has addressed them at two Special Meetings called for study and response; and

WHEREAS, it is the judgment of Salem Presbytery that the majority report is inconsistent with Reformed interpretation of the Scripture and doctrine; and

WHEREAS, nevertheless there are issues and perspectives in the majority report of significant value and which call for address; and

WHEREAS, we affirm the need continuingly to explore issues of human sexuality in today's world, in the light of the Scripture and Reformed theology and doctrine; and

WHEREAS, we believe the exploration of human sexuality issues should emanate from the broadest possible base of church organizations and memberships;

NOW THEREFORE, Salem Presbytery requests the General Assembly to take the following actions:

1. That the Majority Report of the General Assembly Special Committee on Human Sexuality be rejected, that it not be printed in the Minutes of the General Assembly, and that it not be disseminated except upon specific request to purchase copies;
2. That the General Assembly Special Committee on Human Sexuality be dismissed, with thanks for their labors;
3. That the General Assembly strongly urge that congregations and governing bodies of the Presbyterian Church (U.S.A.) study issues related to human sexuality, using Scripture and the Confessions of this Church;
4. That the General Assembly direct its Ministry Unit on Theology and Worship and its Ministry Unit on Social Witness Policy to collaborate in formulating a bibliography of resources for use in these studies;
5. That the General Assembly devise and implement a method to receive and consider the results of such studies through appropriate agencies or committees of the Church, with recommendations for action based on such studies to be made to the 208th General Assembly.

2. The Task Group established by Synod Council action to review and evaluate the Southeast Parish Institute Project formerly operated by the Catawba Administrative Unit and the Synod of the Piedmont and to propose recommendations as to its continuation under the Synod of the Mid-Atlantic, made the following recommendations to Synod Council, and, through it, to the councils of the presbyteries:

SOUTHEAST PARISH INSTITUTE PROJECT

A. AFFIRMATION
That the Southeast Parish Institute Project be reaffirmed by the Councils of the Synod of the Mid-Atlantic and its Presbyteries and continued as a partnership ministry within the Synod of the Mid-Atlantic.

B. PARTNERSHIP PARTICIPATION
That, since the program has been most active and effective in the geographical area now within the bounds of the Presbyteries of Coastal Carolina, James, New Hope, Peaks, and Salem, these presbyteries be particularly encouraged to join with the synod in a partnership ministry to carry on this program and that all other presbyteries of the Synod of the Mid-Atlantic be invited to participate in this ministry.

C. GOALS AND OBJECTIVES
That the Goals and Objectives of the Southeast Parish Project be:
1. To help provide more racial ethnic clergy for the Presbyterian Church (U.S.A.).,

2. to assist in training strong leadership for racial ethnic churches.
3. To provide services through an intern program to small, vacant racial ethnic churches unable to afford full time ministerial services.
4. To provide experiences for growth and preparation for racial ethnic students through an intern program.
5. To recruit and train non-Presbyterian clergy and others as candidates for ministerial leadership in the Presbyterian Church (U.S.A.).
6. To encourage seminaries and presbyteries to recruit and resource seminarians for such internships through scholarships, seminars, workshops and conferences.

D. PARTNERSHIP ENTITY
That an entity be established to develop and carry out this partnership ministry, composed of two persons appointed by synod's Racial Ethnic Ministries Committee and two persons appointed by the appropriate body of each participating presbytery, with other members co-opted from among those with past experience with the Southeast Parish Institute project.

E. FUNDING
That a budget be established to fund placement of racial ethnic interns in 1991 with primary funding coming from the following sources: The $6,000 already included in the 1991 budget of synod's Racial Ethnic Ministries Committee, $2,000 from each of the participating presbyteries and additional funding as available from the participating churches. Further funding should be sought from the General Assembly, seminaries and other sources.

Council approved recommendations A-D and deferred consideration of #E until it hears a report from the representatives to the task force.

3. Council accepted the invitation of the Trinity Presbyterian Church in Salisbury to host the October 1, 1991, meeting of Presbytery.

4. An armed forces personnel prayer list was published in the March Salem Sampler. Because of possible threats of terrorist activity, Council decided that the prayer list would include names only (not addresses/churches, etc.).

5. Council appointed a committee composed of LaDonna McCarther, Jim Price, and Neel Fleming to compose rules for examination of sessional records. The committee will make recommendations as to what will be the process by which minutes will be reviewed, and what will be the items reviewed.

6. Council concurred with the recommendations of the Assets Committee that the funds from the Foust Estate be left as they are presently distributed.

7. Council recommended to the Nominations Committee that Mr. John Barney of Greensboro be reappointed to Synod's Council at the request of Synod's Nominating Committee.

8. Council received word of a communication from Attorney Stuart Smith refusing Presbytery's settlement of his fees for representing Michael Woodard and Kathleen Murdock in their appeal. The matter was referred to Presbytery's attorney.

9. Council approved the following themes* and dates for 1992 meetings of Presbytery:

February 1	- Saturday	-	Church in the World Division
April 28	- Tuesday	-	Outdoor Ministries Division
July 18	- Saturday	-	Congregational Life Division
October 3	- Saturday	-	Evangelism and Church Development

* Theme means:

a) Display Priority (other divisions display only if space is available)
b) One to two hours docket time for special reports (video, speakers, etc.) "Theme" Divisions also have priority on docket time.
c) Major report of "theme" division on accomplishments in the last 12 months.

10. An invitation was issued and docket time granted for Collins Kilbourne, Executive of the N. C. Council of Churches, to a future meeting of Presbytery. Council also granted 10 minutes docket time for a Greensboro Marriage Encounter Group; and 2 minutes morning docket time for Bart Shaw. Council empowered the Executive Committee to prepare the docket for the April 23 meeting of Presbytery.

11. Council approved the February 2, 1991, and the March 2, 1991, Minutes of Salem Presbytery.

For Action:

Mr. Warren Buford an Elder of First Presbyterian Church, Greensboro has been named the Salem Area Counselor for the Bicentennial Fund Campaign. This position is provided through the Synod of the Mid-Atlantic. Mr. Buford will receive special training from the Bicentennial Fund and will help Presbytery contact individuals and churches. Jimmy Grant, Neel Fleming, and LaDonna McCarther were appointed to help John Handley identify people who can serve effectively on the Bicentennial Campaign Committee.

Undesignated gifts will be disbursed according to a percentage breakdown agreed to by our Presbytery.

ACTION:

Presbytery approved the following percentage distribution of Bicentennial funds raised in Salem Presbytery:

Salem Presbytery	55%
General Assembly	30%
Synod of the Mid-Atlantic	15%

The Council received a request April 18 from Union Seminary in Richmond concerning a proposed "Caravan" of students and professors visiting in churches on September 28-29, 1991. They will be available for various leadership responsibilities, including preaching, on that weekend.

The Seminary will be in touch concerning their availability and your interest in hosting these visitors. This is a program that Union has carried on for many years informing and inspiring our church folk about their vital ministry as the Presbyterian Church (U.S.A.) Seminary nearest to us.

There will be neither any requests for money or any expectation of honorariums for the students or faculty.

ACTION:

The Presbytery approved inviting Union Theological Seminary, Richmond faculty and students to visit Presbyterian churches the weekend of September 28 & 29, 1991, (a fifth Sunday) for the purpose of meeting congregations, preaching in Salem churches on Sunday morning, sharing the news of seminary education and ministry.

The Council accepted the invitation of the Statesville, First Church to host the July 13 Eleventh Stated Meeting of Salem Presbytery. That results in the following schedule of Stated Meetings for the remainder of 1991:

Saturday, July 13 - Statesville, First, host--Eleventh Stated Meeting
Tuesday, October 1 - Trinity Church, Salisbury, host--Twelfth Stated Meeting

MARK YOUR CALENDAR.

CONGREGATIONAL LIFE DIVISION
Pat Stewart, Moderator

The Congregational Life Division met on Thursday, March 21, 1991, in the office of Salem Presbytery, Clemmons, NC, at 2:00 p.m. Pat Stewart, Moderator, called the meeting to order with prayer. Those present included Wendy Yoder, Steve Snipes, Becky Lee-Andrews, Fred Ward, Bob Fiedler, Stan Voth, Ida McCaskill, Pat Stewart and Hewon Han.

Pathways to Leadership - Ida McCaskill announced that Pathways will be held at First Presbyterian Church in Greensboro on October 19, 1991. Over 40 courses have been scheduled and course leaders have been secured. The keynote speaker will be the Rev. Dorothy Cross. Courses for youth have been included.

Adult Ministry - Wendy Yoder reported that a workshop on "The Church, Older Adults and You" has been scheduled for April 25-26 at Highland Presbyterian Church, Winston-Salem. The workshop is sponsored by the N.C. Council on Aging.

Children's Ministry - Becky Lee-Andrews reported that a workshop on Teaching the Bible will be given by Don Griggs, nationally known educator and publisher of Christian educational materials, at Highland Presbyterian Church on April 27, 1991. This workshop will follow a workshop/retreat for educators April 25-26, also to be led by Don Griggs.

Educational Ministries - Fred Ward reported that work is continuing on compiling surveys based on the Search Institutes report on Mature Faith and Christian Education. The Education Ministries Committee will sponsor officer training for local congregations in five different areas of the Presbytery: Greensboro, Winston-Salem, Lexington, Asheboro, and Salisbury. Council has approved the merger of the Leadership Development and the Educational Ministries Committees, so that the Leadership Development Committee no longer exists. "Pathways to Leadership" which had been under Leadership Development, is now being organized by an ad hoc committee which is responsible directly to the Congregational Life Division.

Resource Centers - Steve Snipes reported that there are two resource centers, one in the Presbytery office and the other at the Church of the Cross, Greensboro. The Resource Centers Committee is developing a position description for an educational resource person for cluster churches in the Salisbury/Statesville areas. This person would also be responsible for the resource center in the Presbytery office. It is hoped that funding for this position can be acquired from a Bicentennial Fund.

Singles Ministry - Stan Voth reported on a March 9th conference which generated ideas from single ministries at churches throughout the country. A singles beach trip on April 12-14 and picnic at Tanglewood are planned.

Spiritual Formation and Enrichment - Hewon Han reported for Tom Miller. A model event was held at the Thomasville Church to test a spiritual weekend program. A spiritual retreat for pastors is being planned for the fall in cooperation with Professional Leadership Development Committee.

Stewardship Education - Bob Fiedler reported that a stewardship training event for pastors of small churches is scheduled for May 4 at Reid Memorial Church, Mooresville. Moments for Mission will be scheduled for Presbytery Meetings to

help interpret the mission of the Presbytery. With the new budget process, the Stewardship Education Committee will interpret Presbytery's 1992 budget to local congregations by August 31, 1991.

Worship and Music - no report.

Youth Ministries - Hewon Han reported for Fred Coates about restructuring the Youth Ministries Committee to include more youth. Middle School Retreat will be held at Camp Grier on April 12-14, 1991. A Senior High Retreat will be held at Camp New Hope on October 4-6, 1991. A Youth Triennium will be held in 1992.

PERSONNEL COMMITTEE
Fred Tatum, Moderator

The Personnel Committee met March 28, 1991, to conduct the annual performance review of Ms. Willie Garvin, Presbytery Associate for Business Affairs/Treasurer. The review was based upon information obtained from selected individuals in Salem Presbytery with specific knowledge of Ms. Garvin's work, insights from members of the Personnel Committee, staff, and Ms. Garvin's personal statement of self appraisal. The review revealed that Ms. Garvin has a strong Christian attitude, which is exemplified in her work with people. She possesses a high level of skill, experience and leadership ability which qualifies her for her position. She is serious about her work, which motivates her to strive for excellence. To further demonstrate her faith, she has joined the Clemmons Presbyterian Church where she is actively involved with three committees.

Ms. Garvin demonstrates a cooperative spirit which results in a good team player. She has the ability to place others at ease with her flexible style. She is responsive to the changing demands of the job as it relates to additional assignments as resource person to other committees. Ms. Garvin is held in high regard throughout the Synod. The Presbytery is fortunate to have her as Presbytery Associate for Business Affairs and Treasurer.

We are delighted that Rev. Carter Shelley's recovery has gone well. She is now fully engaged again in her work. We thank God for her recovery and welcome her back to her place of leadership.

ACTIONS:

1. Ms. Willie Garvin, Presbytery Associate for Business Affairs/Treasurer, was commended for her job performance during the past year, and a prayer of thanksgiving and intercession was offered for her by the Rev. Robert Matthews.

2. A prayer of thanksgiving and intercession was offered for the Rev. Carter Shelley, Associate Presbyter for Care and Development of Leadership, by the Rev. Robert Matthews.

NOMINATIONS COMMITTEE
Malcolm Bullock, Moderator

Commissioners to the Synod of the Mid-Atlantic

ACTION 1:

The following persons were elected as Commissioners to the 1991 Synod of the Mid-Atlantic meeting:

Elder Principals

Walter Bean, High Point, First
Robert Overby, Asbury
Rosa Yourse, St. James
Jung H. Kim, Korean First
Johnny Hoover, Forest Park
Muriel Ward, Alamance
Mrs. Clyde Webster, Bethany (Graham)
Beverly Berrouet, Dellabrook
Shirley Gunn, Clemmons
Tom Cornatzer, Bixby
Melissa Smith, Reid Memorial
Emmett Bringle, Greensboro, First

Minister Principals

Larry Avent, Greensboro, First
Linda Blessing, Flat Rock
Robert Bryant, Cross Roads
Chris East, Buffalo
Ed Lewis, Mooresville, First
Ivan Lowery, Cameron/Mocksville, Second/Mt. Vernon
Dennis Sebesan, Jamestown
Stan Voth, Winston-Salem, First
Joanne Hull, Guilford Park
John Milholland, Fifth Creek/Old Providence
George Hunter, Trinity (Salisbury)
Hewon Han, Salem Presbytery

Youth Advisory Delegates

Sara Terry, Clemmons
Jennifer Sherrill, Mocksville, First

ACTION 2:

The Presbytery empowered the Nominating Committee to select further Commissioners and Youth Advisory Delegates as needed to complete the 12 Principal Ministers, 12 Principal Elders, and 2 Youth Advisory Delegates for which Salem is eligible, if needed.

Vacancies in Salem Structure

ACTION 3:

The following persons were elected in the classes indicated:

A. Council

Wilborn Swaim - '93

B. Children's Ministry

Paige Tolar - '91

C. Preparation for Ministry

Thomas Leach - '93

D. Representation Committee

Myrtle Stevenson - '91

E. Educational Ministry

_____ - '93

_____ - '93

F. Evangelism

_____ - '91
John Hamil - '92

G. Adult Ministry

Delores Spielman - '91
June Woodall - '92 (replaces Bruce Parris)

H. Resource Committee

Eleanor Godfrey - '91 (replaces Mary Jane Conger)

I. Self Development Committee

Thelma Johnson

Vacancies in Synod Structures

ACTION 4:

The Presbytery nominated the following to the Synod for:

A. Speer Fund

James Henderson

OUTDOOR MINISTRIES DIVISION

CAMP GRIER

Guy Hunt reported for the Camp Grier Committee.

SPECIAL PRESENTATION: MONTREAT CONFERENCE CENTER

Mr. Bill Russell, Director of the Montreat Conference Center, gave a presentation regarding conferences available at the Center during the year.

CHURCH IN THE WORLD DIVISION

HUNGER COMMITTEE
George Carpenter, Moderator

Are you aware of all that you are doing through the Hunger Program of Salem Presbytery? You are involved in two international partnership: The Christian Health Center in Mbujimayi, Zaire, and the Agricultural Experimental Farm, Tease, Afram Plains, Ghana. In 1990 you have assisted us in sending fourteen

(14) checks to agencies within the bounds of Salem Presbytery. Those agencies are:

- Rowan Helping Ministries, Salisbury
- Council on Aging, Statesville (meals on wheels, congregate meals)
- JOCCA (Community Action Agency), Pittsboro (meals on wheels)
- Guilford Food Fair, Greensboro (garden/preserving Project)
- Caswell County Parish, Yanceyville (meals on wheels)
- Presbyterian Local Ministries of Alamance County, Burlington (congregate meals, playground food supplement, food pantry)
- Crisis Control Ministry, Winston-Salem (food pantry)
- Yokefellow Ministry, Mt. Airy (food pantry)
- Prodigal House, Winston-Salem (food for residents)
- TriCounty Crisis Center, Elkin (food pantry)
- Davidson County Senior Services, Lexington (meals on wheels)
- Fifth Street Ministries, Statesville (food pantry, congregate meals)
- New Life Outreach, Statesville (garden project)

Let me share excerpts from letters received from people you know: From ILLUNGA KALENGA in Zaire: "I tell you, the cost of fuel in this country has badly gone up. And this makes everything be expensive. We do not know how long this will last because it depends on the Gulf situation, but I deeply hope something can be done before lives of many people are affected. Please extend my best regards to all the members of the Salem Hunger Committee and their respective families, and I hope to hear from you in the near future." (ed. note: the price of gas is $5.80 in Zaire!)

From NANCY AND ROB CRUMPTON in Ghana: "When I got back to Ghana I began helping the contractors in buying the additional supplies and in paying a small portion of the labor that was behind...How does March sound for the date of completion. This is the date now projected by the U.S.T. (University of Science and Technology) people. I'm very discouraged and angry. One of the Technical team even said that if we had given them the money (3,000,000 cedis) they had asked for they could have saved money and finished the house in December.

The last two weeks in February Nancy and I will be in Lagon with two other Ghanaians at the Research Farm learning to work with donkeys and setting up animal traction concept on the farm. We need to do a lot of work on the farm, fencing, clearing of land and preparing pasture land. We have some tractor land, but a lot of other land that will need the iron wheels of the tractor because of the stumps.

These are our co-workers in the field. They represent us, but even more they represent the living Christ to people with whom they work. They need our prayers and our support. Please continue to pray with and for them daily.

As a way of pastoral care and assistance from our presbytery, and to bring back an update on the project in the Afram Plains, Dr. Charles Cameron will be going to Ghana in April or May. The exact date will depend on the receipt of the visas. Charles will be accompanied by his wonderful wife, Marian. They were missionaries in Ghana as well as Taiwan and now serve on the Hunger Committee. Tell them how grateful you are that they are going!

A SINCERE REMINDER: Letters will be going out in June for requests for Domestic Grants in the fall. The window for receiving these letters is June 1 through August 1. Please get them in by the deadline.

A "Traveling Road Show" on Lifestyle Stewardship has been prepared and can be brought to your church for presentation. Watch the SAMPLER for details.

Thank you for all your help and prayers.

During the meeting, the Ethiopian paintings donated by Charles and Marian Cameron were sold.

SOCIAL JUSTICE COMMITTEE
Mary Boyd Click, Moderator

Mary Boyd Click made the report for the Committee.

PEACEMAKING COMMITTEE
Chris East, Moderator

Chris East reported for the Peacemaking Committee. The North Wilkesboro Presbyterian Church was recognized for having made a Commitment to Peacemaking.

BICENTENNIAL FUND PROSPECTUS COMMITTEE

Dusty Fiedler, Moderator

Dusty Fiedler reported for the Committee.

REPORT OF THE STATED CLERK
John M. Handley

Church Seeking Exception to Property Provisions In Accordance with G-8.0701

The following church has notified the presbytery through its Stated Clerk of their action to claim the exception on church property which is allowed under the provisions of the Form of Government, G-8.0701. This congregation has acted in regular manner in accordance with the provisions of the constitution and has notified the presbytery of its action, as required. No action is required by the presbytery in this matter. Following is the name of the congregation from which the presbytery has received notification since its last Stated Meeting.

CHURCH	DATE OF CONGREGATION'S ACTION
Bethel (McLeansville)	March 10, 1991

Upcoming Meetings of Salem Presbytery

July 13, First Presbyterian Church of Statesville
October 1, Trinity Presbyterian Church of Salisbury

INTERNATIONAL MISSIONS COMMITTEE
Robert Pittard, Moderator

Robert Pittard reported for the Committee.

WORSHIP AND COMMUNION

At 10:50 the Presbytery joined in a service of Worship and Communion led by James Henderson, Cynthia Higgins, and Bob Hudak, O.F.M. The preacher was Molly Morgan, Candidate for the Gospel Ministry. Loretta James was the organist.

LUNCH

Following announcements and prayer, the Presbytery was recessed for lunch at 12:00 noon.

AFTERNOON SESSION

At 1:00 p.m. Presbytery reconvened with Prayers of Intercession and Thanksgiving led by the Moderator.

SERVICE OF HONORABLE RETIREMENT FOR
THOMAS BENJAMIN BAGNAL, JR.
EVERETT AUGUSTUS HEWLETT, SR.

Presbytery joined in a service of Honorable Retirement for the Rev. Thomas Benjamin Bagnal, Jr. and the Rev. Everett Augustus Hewlett, Sr. John Handley spoke of Mr. Bagnal's contributions to the Church during his ministry. Steve McCutchan spoke of Mr. Hewlett's contributions to the Church during his ministry. John Handley presented Mr. Bagnal and Mr. Hewlett with framed Certificates of Retirement on behalf of the Presbytery.

EXAMINATIONS COMMITTEE
Edwin C. Brammer, Jr., Moderator

RECEPTION OF MOLLY DOTSON MORGAN

ACTION:

Presbytery proceeded with the examination of Molly Dotson Morgan, candidate for ordination. She has passed the General Assembly standard exams, received a diploma from an accredited theological school, and has been examined and approved by the Examinations Committee of Presbytery.

Presbytery approved the committee and floor examination and sermon of Molly Dotson Morgan.

a. Molly Dotson Morgan was received and will be ordained by Salem Presbytery so that she may accept the part-time Interim position as Associate in Pastoral Care at the Brownson Memorial Presbyterian Church of Southern Pines, NC; and she will be allowed to labor outside the bounds of Salem in Coastal Carolina Presbytery for this purpose. She is presently a candidate under the care of Salem Presbytery. Her home church is First Presbyterian of Reidsville, NC.

b. Her credo which follows was approved.

I believe there is a God. It is the nature of God to give life. God gives life to all creation, renews life where there is disease and brokenness, and sustains life beyond death.

God is most fully revealed in Jesus Christ. Jesus is both fully human and fully divine. Through his life we see not only who God is, but also who God calls us to be. In his death and resurrection we are brought back into relationship with God and with each other.

God is also present in the Holy Spirit. The Holy Spirit enables our faith and our understanding. The Holy Spirit enables our growth toward wholeness as we attempt to live out what we believe. The Holy Spirit sustains our life in faith.

Scripture contains the story of God's revelation of God's self, and is essential to our faith and life. In the stories of the Old and New Testament we find revealed a God who creates, calls and endlessly redeems the people of Israel, the early Christian community and the whole of creation.

The sacraments were instituted by Christ and are practiced by the church as visible signs of God's life-giving, life-renewing and life-sustaining presence. In the one time sacrament of Baptism (especially infant baptism) we are reminded of the free gift of God's grace, that while we were yet sinners, yet infants, yet unborn, God offers us reconciliation and new life in Christ. In the sacrament of Holy Communion we are reminded of and renewed by our oneness in Christ with God, with each other and with the whole of Creation.

The Church is the community of those who acknowledge human sinfulness, who accept God's forgiveness in Jesus Christ, and who join in worship and work to offer God's love, hope, justice, reconciliation and peace to the world. As we share our stories, our abilities, our material gains and our lives we live out our call to be the body of Christ in the world.

c. The following Adminsitrative Commission was appointed to Ordain Mrs. Morgan on May 19, 1991, at 4:00 p.m. at her home church, the First Presbyterian Church of Reidsville, NC.

NAME	RESPONSIBILITY	MINISTER/ELDER
John Handley	Preside & Propound Constitutional Questions	Minister
Carter Shelley	Preach	Minister
Z. N. Holler	Charge the Minister	Minister
Phyllis Kort	Charge the Congregation	Minister
Edwin Brammer	Lead in Worship	Minister
Russell Walker,Jr.		Elder
Samuel E. Lindsay		Elder
Lynn Vaughn		Elder
Dale Davidson		Elder
Edith Wilson		Elder

d. Mrs. Morgan was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF JAMES ENGLISH LAYMAN

ACTION:

Presbytery approved the committee and floor examination of James English Layman in accordance with Book of Order G-11.0402.

a. The Reverend James English Layman was received from John Calvin Presbytery so that he may accept the Call of the Starmount Presbyterian Church of Greensboro. Jim has served the First Presbyterian Church of Joplin, MO since 1979. He has degrees from Sterling College, Sterling, KS; Louisville Theological Seminary; and Princeton Theological Seminary. Jim is married with two grown daughters. The effective date to begin work is May 15, 1991.

b. His credo which follows, was approved.

I love the church of Jesus Christ. This is the means by which God has communicated love, acceptance, forgiveness and new life to me. I have always known the fellowship of Christ's body of believers and I know I always will. The church has been the channel through which I know Jesus as God's Son, the Messiah. The Holy Spirit continues to work with and through us human members of the church.

The Bible introduces us to the community of faith and the mighty acts of God in history. The story of God's people written is also our story. From creation to sin and redemption, God covenants with Israel, and with us, the new Israel. The Sacraments of Baptism and the Lord's Supper confirm this covenantal relationship. It is through the death of Christ on the cross that we receive salvation. It is through the resurrection of Christ that we receive the gift of eternal life.

I feel called to be a pastor of a congregation, thus being as close to this basic unit of the church as possible. From birth this is how I have been nurtured. I look forward to such continuing

nurture until my death. I grew up in Presbyterian churches where my father served as pastor. My brother is also a Presbyterian pastor and our family has provided a rich heritage of faith. That is what Kay and I, in our nearly 28 years of marriage, have tried to pass along to our children and to others. The fellowship of the church not only nurtures, it supports and witnesses. The worship of the church enables us to unite together to praise God.

It has been the concern and care of laity and clergy who have provided and continue to provide my spiritual development and growth. I can cite name after name, experience after experience.

The challenge God had given me is to provide opportunities and settings for the Spirit to stimulate in others relationships to God and to each other. Theology, to me, is relational and that my task through preaching, teaching, prayer, and service. The world confronts us with countless temptations and needs which beg to be addressed with the compassion and power of Christ. The church exists, not for itself, but to reach out in mission to a hurting world.

I am a Presbyterian, not only by birth, but by choice. I've seen the church from varying angles and will not give up on it despite its imperfections. My ministry does seek to further the peace, unity, and purity of the church and to show the love and justice of Jesus Christ. I can and do answer our constitutional questions for ordination and installation without reservation. I look forward to continuing to serve God's people with energy, intelligence, imagination, and love.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Layman and the Starmount Presbyterian Church of Greensboro effective May 15, 1991; approved the following terms of call; and the call was ordered placed in his hands.

Salary	$51,000.00
Pension/Medical	13,260.00
Automobile Allowance (12,000 miles @ $.26)	3,120.00
Continuing Education/Books	1,000.00
Housing Allowance(one time)	25,000.00
Moving expense	covered in full
Vacation	4 weeks
Study Leave	2 weeks

3 month sabbatical for each five years of service.

d. The following Administrative Commission was approved to install him as Pastor of Starmount Presbyterian Church, Greensboro, NC, on July 28, 1991 at 10:00 a.m.

NAME	RESPONSIBIITY	MINISTER/ELDER
John Handley	Preside & Propound Constitutional Questions	Minister
Joseph Mullin	Preach the Sermon	Minister
Allen B. Layman	Charge the Minister	Minister
Robert Pittard	Charge the Congregregation	Elder
Cynthia Higgins	Lead in Worship	Minister
C. B. Corey		Elder
Barbara Clawson		Elder
Paula Andris		Elder

Debbie and Kay Layman (daughter & wife) will be special guests on the Commission.

e. Mr. Layman was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF CHARLES W. CLUBB

ACTION:

Presbytery approved the committee and floor examination of Charles W. Clubb in accordance with Book of Order G-11.0402.

a. The Reverend Charles W. Clubb was received from Coastal Carolina Presbytery so that he may accept the Call of the Madison Presbyterian Church of Madison. The effective date to begin work is April 1, 1991. Charles is a graduate of Central Wesleyan College of Central, SC and Columbia Theological Seminary. He has a wife and two sons. Most recently, he has served as pastor of the Hope Mills Presbyterian Church since 1979.

b. His credo which follows, was approved.

I believe that God created the heavens and the earth and made human beings in God's image, charging them to care for all that lives. God made men and women to live in community, responding to their Creator with grateful obedience.

I believe God was incarnate in Jesus Christ, who announced good news to the poor, proclaimed release to the prisoners and recovery of sight for the blind, let the broken victims go free, and proclaimed the year of the Lord's favor. In his life and death for others God's redeeming love for all people was visible; and in his resurrection there is the assurance of God's victory over sin and death and the promise of God's continuing presence in the world.

I believe God's redeeming and reconciling activities in the world continues through the presence and power of the Holy Spirit, who confronts individuals and societies with Christ's Lordship of life and calls them to repentance and to obedience to the will of God.

I believe the church of Jesus is the provisional demonstration of what God intends for all of humanity. As such, the Church is called to be a sign in and for the world of the new Creation which God has made available in Jesus Christ, i.e., sin is forgiven, reconciliation is accomplished, the dividing walls of hostility are torn down. The Church is the body of Christ, both in its corporate life and in the lives of individual members, and is called to give shape and substance to this truth.

I believe the Church, as the body of believers in Christ, participates in the task of reformation and renewal under the conviction that God is to be glorified in all things. It serves in the confidence that the Kingdom of this world is destined to become the Kingdom of God and of the Christ, who shall reign forever and ever.

c. Presbytery approved the establishment of a Pastoral Relationship between Mr. Clubb and the Madison Presbyterian Church of Madison effective April 1, 1991; approved the following terms of call; and the call was ordered placed in his hands.

Salary	$20,000.00
Housing Allowance	12,000.00
Health Insurance	4,225.00
Pension Plan	3,900.00
Group/Life/Dental	400.00
Auto Expense Reim.	2,500.00
Profess.Expense Reim.	500.00

Continuing Ed. Reim.	1,000.00
Moving Expense Reim. Including Temp.Hous.	4,000.00
Closing Costs Reim.	2,000.00
Vacation	4 weeks
Study Leave	2 weeks

d. The following Administrative Commission was appointed to Install Mr. Clubb as Pastor of the Madison Presbyterian Church of Madison on May 19, 1991, at 7:00 p.m. at the Madison Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
Grant Sharp	Preside & Propound the Constitutional Questions	Minister
John Handley	Preach	Minister
Paul Woodall	Charge the Minister	Minister
Robert Button	Charge the Congregation	Minister
Stewart Ellis	Lead in Worship	Minister
Barry Joyce		Elder
Vera Wilson		Elder
Terry Harris		Elder

e. Mr. Clubb was instructed to sign the obligations required of a minister to be enrolled in presbytery.

f. Salem Presbytery approved the request of the Madison Presbyterian Church to allow the church to borrow $100,000 for the purpose of providing suitable housing for the new minister.

RECEPTION OF THOMAS KELSEY LANE

ACTION:

Presbytery approved the committee and floor examination of Thomas Kelsey Lane in accordance with Book of Order G-11.0402.

a. The Reverend Thomas Kelsey Lane was received from East Tennessee Presbytery so that he may accept the Stated Supply position as Campus Minister at the University of North Carolina at Greensboro. Tom served in a campus ministry position in Chattanooga, TN, prior to moving to Greensboro. The effective date to begin work is February 25, 1991.

b. His credo which follows, was approved.

By grace, I entrust my past, present and future to the Triune God--the Source, Sustainer and Sovereign of all the worlds that are. Creating out of love, God made every person equally in God's image and declared "Good!" all that was made.

Nonetheless, God still acts to reconcile and redeem us and all creation. Through Abraham and Sarah, God called us forth as a covenant people to empower and restore the human family. Delivering us from slavery, God has continued to free us to live under God's blessing and judgement as God's servants for the sake of the world.

In Jesus Christ, fully human and fully God, we come to know God and ourselves most truly; and in Jesus, God's rule is a present reality. Jesus' acts are God's acts. Jesus' zeal for truth and loving-kindness and glad obedience is God's zeal; Jesus' forgiveness is God's forgiveness. In the life, death, resurrection and ascension of Jesus Christ, the power of sin and evil is ultimately

broken and we are delivered from anything that might separate us in life or in death from the love of God in Christ Jesus our Lord.

Following Jesus, who called God Father, we come to know ourselves as God's beloved sons and daughters--brothers and sisters to one another.

The same Holy Spirit, incarnate in Jesus of Nazareth, not only raised up prophets and leaders throughout the history of God's people, but also continues to enliven and empower the church and to work beyond it. The Spirit gives us courage in our struggle with sin and evil and gives to each one spiritual gifts to strengthen us as the church in mission. The Spirit joins us in communion with all believers and helps us grow into the image and likeness of Christ.

The Spirit enables us to bring our lives under the discipline of the gospel through Scripture and prayer; enables us to know God's voice through preaching and teaching; keeps faith with us at baptism and feeds us at the Lord's table.

In the power of the Spirit, the church is sent into the world to join God in sharing the liberating gospel and working for compassion and justice and peace. In the gratitude and the communion of the Spirit, we enjoy God and strive to serve Christ a day at a time. We remain watchful as we pray "Come Lord Jesus!" in the knowledge that God who has been faithful from the beginning will continue faithful until God's new humanity and God's new world have fully come.

c. Mr. Lane was instructed to sign the obligations required of a minister to be enrolled in presbytery.

COMMITTEE ON MINISTRY REPORT
Judson Milam, Moderator

The Committee on Ministry is beginning work on a manual for Committee operations. Now in the third year of this committee's work the direction and function of the committee seems clearer. Such a manual would not be unlike those of other presbyteries. Hopefully this manual would increase uniformity and continuity in the Committee's work. The Visitation program continues on a three year rotating basis. If your church has not been a part of such an opportunity, please look forward to welcoming a team to your Session. New directions and patterns for retirement services are being explored. Also, some new directions are being explored for the hearing of candidates for ordination preach before Presbytery. In the more regular matters of the Committee, we offer the following recommendations:

STATED SUPPLY RELATIONSHIPS

ACTION:

The following actions of the Committee on Ministry concerning Stated Supply relationships were admitted to the record of Salem Presbytery as its action:

a. The Reverend James Mitcham to serve as Stated Supply at Shady Side Presbyterian Church and also as Moderator of the Session at Shady Side Presbyterian Church. The effective starting date is April 1, 1991, and will continue for a period of one year. Either party may terminate this agreement at any time with a thirty (30) day notice.

CHANGES IN TERMS OF CALL

ACTION:

The following Terms of Call were changed as follows:

NAME: CLARK, M. Gray
CHURCH: Fellowship Presbyterian

	1990	1991
Salary	$ 17,840.00	$ 19,088.00
Social Security Equiv.		
Housing Allowance	17,840.00	19,088.00
Pension and Ins.	5,136.00	5,563.00
Furn. & Utilities Allow.		
Continuing Ed./Books	1,300.00	1,300.00
Automobile Allowance	4,000.00	4,000.00

NAME: DEW, Frank
CHURCH: New Creation Community

	1990	1991
Salary	$ 26,400.00	$ 27,900.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	6,600.00	7,250.00
Furn. & Utilities Allow.		
Continuing Ed./Books	600.00	600.00
Automobile Allowance		

NAME: FIEDLER, Dusty K.
CHURCH: Clemmons Presbyterian

	1990	1991
Salary	$ 12,350.00	$ 13,000.00
Social Security Equiv.	1,331.10	1,453.50
Housing Allowance	5,050.00	6,000.00
Pension and Ins.	4,682.78	5,320.00
Furn. & Utilities Allow.		
Continuing Ed./Books	750.00	750.00
Automobile Allowance	1,000.00	1,000.00

NAME: FIEDLER, Robert A.
CHURCH: Clemmons Presbyterian

	1990	1991
Salary	$ 12,350.00	$ 13,000.00
Social Security Equiv.	1,331.10	1,453.00
Housing Allowance	5,050.00	6,000.00
Pension and Ins.	4,682.78	5,320.00
Furn. & Utilities Allow.		
Continuing Ed./Books	750.00	750.00
Automobile Allowance	1,000.00	1,000.00

NAME: FULLER, Harold E.
CHURCH: Parkway Presbyterian

	1990	1991
Salary (*Of which $2,587.70 is designated as furnishings/ utilities/appurtences allowance)	$ 25,104.00	$ 25,877.00
Social Security Equiv.	2,358.00	2,431.00
Housing Allowance	12,552.00	13,000.00
Pension and Ins.	10,003.00	10,875.00
Professional Expense Reimbursements		4,220.00

NAME: GRAY, Lucius A.
CHURCH: Alamance Presbyterian Church

	1990	1991
Salary	$ 31,972.00	$ 33,053.00
Social Security Equiv.	3,378.00	3,486.00
Housing Allowance	Equity 2,000.00	2,000.00
Pension and Ins.	12,139.00	13,026.00
Furn. & Utilities Allow.	1,500.00	1,500.00
Continuing Ed./Books	1,050.00	1,050.00
Automobile Allowance	22.5/mile	22.5/mile

NAME: LANNON, Donald E.
CHURCH: Guilford Park Presbyterian

	1990	1991
Salary	$ 23,280.00	$ 23,964.00
Social Security Equiv.	2,796.00	2,904.00
Housing Allowance	13,164.00	13,848.00
Pension and Ins.	11,059.00	12,055.00
Furn. & Utilities Allow.		
Continuing Ed./Books	654.00	654.00
Automobile Allowance	3,552.00	4,236.00

NAME: RIDOLFI, Paul N.
CHURCH: First Presbyterian, Mt. Airy

	1990	1991
Salary	$ 21,500.00	$ 22,124.00
Social Security Equiv.	3,000.00	3,500.00
Housing Allowance	14,190.00	15,000.00
Pension and Ins.	9,673.00	10,562.00
Furn. & Utilities Allow.		
Continuing Ed./Books	1,100.00	1,100.00
Automobile Allowance	3,600.00	3,600.00

NAME: RISSMILLER, James M.
CHURCH: Community in Christ Presbyterian

	1990	1991
Salary	$ 22,800.00	$ 24,000.00
Social Security Equiv.		
Housing Allowance	15,200.00	16,000.00
Pension and Ins.	9,500.00	10,325.00
Furn. & Utilities Allow.		
Continuing Ed./Books	400.00	400.00
Automobile Allowance	4,000.00	4,000.00

INTERIM SUPPLY RELATIONSHIPS

ACTION:

The following action of the Committee on Ministry concerning Interim Supply Relationships were admitted to the record of Salem Presbytery as its action:

a. The Reverend Tom Anderson to serve as Interim Minister of the Vandalia Presbyterian Church of Greensboro; and also to moderate the Session. The effective date to begin work is March 18, 1991 and will continue for a period of six months. Either party may terminate this agreement with a thirty(30) day notice.

APPOINTMENT OF MODERATORS

ACTIONS:

The following actions of the Committee on Ministry concerning appointment of Moderators were admitted to the record of Salem Presbytery as its actions:

a. The Reverend Rocky Ward was appointed Moderator of the Session of the First Presbyterian Church of Boone.

b. The Reverend Ann Jahnes was appointed Moderator of the Session at the Booneville Presbyterian Church of Booneville, NC.

DISSOLUTION OF PASTORAL RELATIONSHIP

ACTION:

Presbytery dissolved the pastoral relationship between the Southminster Presbyterian Church of Winston-Salem and The Reverend William S. Johnston effective February 28, 1991, so that Rev. Johnston may pursue ministry to handicapped adults in Washington, DC.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTION:

The following action of the Committee on Ministry was admitted to the record of Salem Presbytery as its actions:

a. The Reverend David A. Long, III was dismissed to Savannah Presbytery so that he may begin a new church development in the Richmond Hill area. The effective date is March 1, 1991.

PERMISSION TO LABOR OUTSIDE THE BOUNDS

ACTIONS:

a. The Reverend William S. Johnston was granted permission to labor outside the bounds of Salem Presbytery in the bounds of National Capital Presbytery for the purpose of taking a position as counselor in a community of handicapped adults in Washington, DC known as the Community of The Ark.

b. The Reverend Gordon Williams was granted permission to labor outside the bounds of Salem Presbytery, inside Foothills Presbytery, so that he may serve as Parish Associate at the First Presbyterian Church of Greenville, SC.

c. The Reverend Robert Wells was granted permission to labor outside the bounds of Salem Presbytery inside the bounds of Shenandoah Presbytery so that he may serve as Parish Associate at the First Presbyterian Church of Harrisonburg, VA.

PARISH ASSOCIATE POSITION

ACTION:

a. The Reverend Laura Spangler was granted permission to serve in the position as Parish Associate at the First Presbyterian Church of Thomasville, NC. The position will be at one quarter time with an effective starting date of March 3, 1991.

LISTING OF MINISTERS AND THEIR POSITIONS:

ACTION:

Presbytery approved the Listing of Ministers and Their Positions (Appendix C, pp. 114-118).

PREPARATION FOR MINISTRY COMMITTEE
Z. N. Holler, Moderator

The Committee has met three times since the last stated meeting of presbytery.

Grants-in-aid were made to four of our inquirers for educational expenses in excess of income during the spring semester and the summer intern period. We were gratified to be able to respond 100% to all requests made for this period and to do so well within the limits of our budget. Our candidates and inquirers are to be commended for being modest and realistic in presenting their fiancial needs. Their self-discipline means that the limited funds we have go where they are most needed.

ACTIONS:

a. Robert Clendenin Spach, a member of First Presbyterian Church, Winston-Salem and student at Princeton Theological Seminary, was enrolled as an inquirer in covenant with Salem Presbytery.

b. The candidacy of Carol Frances Smith Dyson, whose gifts and whose particular sense of call the committee believes are not suited to the ministry of the Word and Sacrament in the Presbyterian Church (U.S.A.) was terminated; and her letter accepting this judgment of the Committee was admitted to record with this affirmation of deepest respect and appreciation for Carol's devotion to Christ and her courage and persistence in pursuing her sense of call over a period of years. Her letter reads:

"Dear Committee on Preparation for Ministry,

This letter is written as a reply to your letter of October 1, 1990, regarding my candidacy.

My answer to you has not been a quick and easy reply. Again I have struggled with my sense of call and the issue of my candidacy.

I continue to feel the Holy Spirit working in my life concerning my sense of call. At the same time I do not know God's plans for my life as a servant of the church. Therefore, on this day, January 23, 1991, I will make the following statement: "I, Carol Frances Smith Dyson accept the recommendation of the Committee for Ministry which is that my candidacy be terminated. In accepting their

recommendation I turn this matter over to the continuous guidance and directions of the Holy Spirit. I will remain open to the workings of the Holy Spirit through other people."

Sincerely,

Carol Frances Smith Dyson
January 23, 1991

OTHER BUSINESS

ACTION:

The Presbytery instructed the Church Development Committee to report to the Presbytery at its July meeting any progress and recommendations regarding new church development in the northwest section of Greensboro (along Highway 220 N.).

STANDING COMMITTEE REPORTS

RESOLUTIONS

Richard Habershaw presented a resolution of thanksgiving and appreciation to all who contributed to the arrangements for the day.

ADJOURNMENT AND BENEDICTION

There being no further business, the Tenth Stated Meeting of Salem Presbytery was adjourned at 2:03 p.m. with prayer by Ivan Lowery.

Attested:

John M. Handley
Stated Clerk

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
April 23, 1991

A. Supporting information on incoming ministers/candidates:

1. James E. Layman

   a. Dismission from John Calvin Presbytery
   b. Terms of Pastoral Call of the Starmount Church
   c. Installation Commission request

2. Charles Clubb

   a. Dismission from Coastal Carolina Presbytery
   b. Terms of Pastoral Call of the Madison Church
   c. Installation Commission request

3. Molly Dotson Morgan

   Ordination Commission request

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions:

1. Malcolm M. Bullock as Associate Pastor at First Church (Salisbury) 2/3/91
2. George Murray as Pastor at First Church (Kernersville) 2/10/91
3. Susan MacDonald Roddey to other work approved by presbytery 2/23/91
4. Ethel Chaffin Simonetti as Pastor of the Dogwood Acres Church 2/24/91
5. Robert R. Tolar, Jr., as Associate Pastor of the First Church (Asheboro) 3/3/91
6. Rick Wurst as Pastor of the Stony Creek Church 2/17/91
7. Christopher E. Zorn as Pastor of John Calvin Church 2/24/91

Reference: Information

C. Action claiming Exception to G-8.0701 by the Bethel Church (McLeansville) 3/10/91

Reference: Stated Clerk's Report

D. Notification from First Church (Eden) advising presbytery of the Session's adoption of the "six point resolution prepared by the Presbyterians for Renewal."

Reference: Information

E. General Assembly Certificate commending the North Wilkesboro Church for adopting the "Commitment to Peacemaking".

Reference: Peacemaking Committee

F. Request from the Madison Church for permission to borrow $100,000 for the purpose of providing suitable housing for their new minister.

Reference: Salem Presbytery

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF MALCOLM M. BULLOCK AS ASSOCIATE PASTOR OF THE FIRST PRESBYTERIAN CHURCH, SALISBURY

The Commission appointed by Salem Presbytery to install Malcolm M. Bullock as Associate Pastor of First Presbyterian Church, Salisbury, met at the First Presbyterian Church, Salisbury, on February 3, 1991, at 10:45 a.m. The meeting was called to order by Rev. Leland Richardson. The prayer was offered by Lilliesteen Harris. The following members were present: Ministers John Handley, Robert Lewis, and Leland Richardson; Elders Lilliesteen Harris, Miriam McNeely, David Jordan, Willie Perrell and Mildred Hart. John M. Handley was elected Moderator and David B. Jordan, Clerk of the Commission. After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Robert Lewis preached the sermon using as his topic, "The Dynamic Dimension". John M. Handley propounded the constitutional questions to the congregation. Lilliesteen Harris offered the prayer of installation. Malcolm M. Bullock was declared duly installed as Associate Pastor according to the Constitution of the Presbyterian Church (U.S.A.). Leland Richardson charged the Associate Pastor, and David B. Jordan charged the congregation. Malcolm M. Bullock, the newly installed Associate Pastor pronounced the benediction.

Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Leland Richardson.

INSTALLATION OF GEORGE H. MURRAY, IV AS PASTOR OF FIRST PRESBYTERIAN CHURCH, KERNERSVILLE

The Commission appointed by Salem Presbytery to Install George H. Murray, IV as Pastor of First Presbyterian Church, Kernersville, met at the First Presbyterian Church, Kernersville on February 10, 1991, at 10:20 a.m. The meeting was called to order by Fred Coates. The prayer was offered by Fred Coates. The following members were present: Minister Fred Coates; Elders Bill East, Margaret Burkes and Robert Hartsell. Fred Coates was elected Moderator and Margaret Burkes, Clerk of the Commission. Guest ministers George Murray, III of East Tennessee Presbytery and Richard Shelor of Western North Carolina Presbytery were welcomed and invited to sit with the Commission. After organization, a quorum being determined, the Commission joined the congregation in a worship service at 10:30 a.m., the Moderator presiding. George Murray, III preached the sermon using as his text Genesis 12:1-3 and Psalm 8, and his topic, "The Call". Fred Coates propounded the constitutional questions to the minister. Margaret Burkes propounded the constitutional questions to the congregation. Fred Coates offered the prayer of installation. George H. Murray, IV was declared duly installed as Pastor of First Presbyterian Church, Kernersville, according to the Constitution of the Presbyterian Church (U.S.A.). George Murray, III charged the pastor, and Richard Shelor charged the congregation. George H. Murray, IV, the newly installed Pastor, pronounced the benediction.

Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Fred Coates.

ORDINATION OF SUSAN MACDONALD RODDEY

The Commission appointed by Salem Presbytery to ordain Susan MacDonald Roddey met at the Graham Presbyterian Church on February 24, 1991, at 2:40 p.m. The meeting was called to order by William C. Weckerly. The prayer was offered by

William Weckerly. The following members were present: Ministers William Weckerly, Stewart Ellis, Janet Briscoe Flagg, Carter Shelley; Elders Louise Coble, James McClure, and Betty Webb. William Weckerly was elected Moderator and James McClure, Clerk of the Commission. Guest minister Charles MacDonald of Detroit Presbytery and guest elder Marguerite Schmuck of Green Hill Presbyterian Church of New Castle Presbytery were welcomed and invited to sit with the Commission. After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Charles MacDonald preached the sermon using as his text Genesis 1:1-5, 26-27 and John 1:1-5, 10-14, 16-18 and his topic, "Grace and Truth". William Weckerly propounded the constitutional questions to the minister. Betty Webb offered the prayer of ordination. Susan MacDonald Roddey was declared duly ordained according to the Constitution of the Presbyterian Church (U.S.A.). Carter Shelley charged the Interim Associate Pastor, and Louise Coble charged the congregation. Susan MacDonald Roddey, the newly ordained minister, pronounced the benediction.

Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by William C. Weckerly.

ORDINATION AND INSTALLATION OF ETHEL CHAFFIN SIMONETTI AS PASTOR OF THE DOGWOOD ACRES PRESBYTERIAN CHURCH, ASHEBORO

The Commission appointed by Salem Presbytery to ordain and install Ethel Chaffin Simonetti as Pastor of Dogwood Acres Presbyterian Church, met at 920 South Park Dr., Asheboro, NC, on February 24, 1991, at 3:40 p.m. The meeting was called to order by John Handley, Executive Presbyter, Salem Presbytery. The prayer was offered by John Handley. The following members were present: Ministers John Handley, Charles Fitzpatrick, Laura Spangler, W. Russell Ward, Phyllis Kort; Elders Jane Miller, and John L. Roberson. John Handley was elected Moderator and John L. Roberson, Clerk of the Commission. Guest elders Verner F. Chaffin of First Presbyterian Church, Athens, Ga., and Susie Y. Hawkins of St. Pauls Presbyterian Church, Louisburg, NC, New Hope Presbytery were welcomed and invited to sit with the Commission. After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. W. Russell Ward preached the sermon using as his topic, "A Colony of Heaven". John Handley propounded the constitutional questions to the minister. John L. Roberson propounded the constitutional questions to the congregation. John Handley offered the prayer of ordination and installation. Ethel Chaffin Simonetti was declared duly ordained and installed as Pastor of Dogwood Acres Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Laura Spangler charged the Pastor, and Phyllis Kort charged the congregation. Ethel Chaffin Simonetti, the newly ordained and installed Pastor, pronounced the benediction.

Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Phyllis Kort.

ORDINATION AND INSTALLATION OF ROBERT R. TOLAR, JR. AS ASSOCIATE PASTOR OF THE FIRST PRESBYTERIAN CHURCH, ASHEBORO

The Commission appointed by Salem Presbytery to ordain and install Robert R. Tolar, Jr. as Associate Pastor of the First Presbyterian Church, Asheboro, met at the First Presbyterian Church, Asheboro, on March 3, 1991, at 3:30 p.m. The meeting was called to order by R. Scott Woodmansee. The prayer was offered by William Neely. The following members were present: Ministers Ethel Simonetti, R. Scott Woodmansee, W. Russell Ward, Jr.; Elders Jane Miller and William Neely. R. Scott Woodmansee was elected Moderator and W. Russell Ward, Jr., Clerk of the Commission. Guest ministers William A. Leist of Greater Atlanta Presbytery and Robert R. Tolar, Sr. of West Virginia Presbytery were welcomed and invited to sit with the Commission. After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Robert R. Tolar, Sr. preached the sermon using as his text I Corinthians 13:13 and his topic, "The Blessing of a Sure Guide". R. Scott

Woodmansee propounded the constitutional questions to the minister and the congregation. William A. Leist offered the prayer of ordination and installation. Robert R. Tolar, Jr. was declared duly ordained and installed as Associate Pastor of First Presbyterian Church, Asheboro, according to the Constitution of the Presbyterian Church (U.S.A.). W. Russell Ward, Jr. charged the Associate Pastor, and William Neely charged the congregation. Robert R. Tolar, Jr., the newly ordained and installed Associate Pastor, pronounced the benediction.

The Commission voted to authorize the Moderator and Clerk to read and approve the minutes.

INSTALLATION OF RICHARD S. WURST, JR. AS PASTOR OF THE STONY CREEK PRESBYTERIAN CHURCH, BURLINGTON

The Commission appointed by Salem Presbytery to install Richard S. Wurst, Jr., as Pastor of Stony Creek Presbyterian Church, met at the Stony Creek Presbyterian Church on February 17, 1991, at 7:30 p.m. The meeting was called to order by John Handley. The prayer was offered by John Handley. The following members were present: Ministers William D. Carmines, John Handley, Phyllis Kort; Elders Leo Boswell and D. J. Walker. John Handley was elected Moderator and William D. Carmines, Clerk of the Commission. Guest ministers Susan P. Trucksess of Southern New England Presbytery and Lee Adkins of New Hope Presbytery were welcomed and invited to sit with the Commission. After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:30 p.m., the Moderator presiding. Susan P. Trucksess preached the sermon using as her text I Corinthians 12:12-26 and her topic, "Stop Going To Church". John Handley propounded the constitutional questions to the minister. Leo Boswell propounded the constitutional questions to the congregation. D. J. Walker offered the prayer of installation. Richard S. Wurst, Jr. was declared installed as Pastor of Stony Creek Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Lee Adkins charged the Pastor, and Phyllis Kort charged the congregation. Richard S. Wurst, Jr., the newly installed Pastor, pronounced the benediction.

Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF CHRISTOPHER E. ZORN AS PASTOR OF THE JOHN CALVIN PRESBYTERIAN CHURCH, SALISBURY

The Commission appointed by Salem Presbytery to install Christopher E. Zorn as Pastor of John Calvin Presbyterian Church , Salisbury, met at the John Calvin Church Library on February 24, 1991, at 6:45 p.m. The meeting was called to order by S. Edwin Lewis. The prayer was offered by D. S. McNeely. The following members were present: Ministers George W. Alexander, S. Edwin Lewis, Robert M. Matthews, Robert Lewis, John M. Handley; Elders Al Hoffman, Hoyt McCachren and D. S. McNeely. S. Edwin Lewis was elected Moderator and Robert M. Matthews, Clerk of the Commission. Guest minister Richard L. Morgan of Western North Carolina Presbytery was welcomed and invited to sit with the Commission. After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Richard L. Morgan preached the sermon using as his text Acts 2:37-47 and his topic, "Rediscovering the Church". John M. Handley propounded the constitutional questions to the minister. Hoyt McCachren propounded the constitutional questions to the congregation. George W. Alexander offered the prayer of installation. Christopher E. Zorn was declared duly installed as Pastor of John Calvin Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). S. Edwin Lewis charged the pastor, and Robert M. Matthews charged the congregation. Christopher E. Zorn, the newly installed Pastor, pronounced the benediction.

Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Christopher E. Zorn.

LISTING OF MINISTERS AND THEIR POSITION:

Last Name	First Name	Church Name	Position
AIKEN, JR.	Wyatt	Mebane Pres. Church	Pastor
ALEXANDER	Alonza M.		Honorably Retired
ALEXANDER,JR.	George W.	Centre Pres. Church	Pastor
ALLEN	Frank J.	Westminster Pres.	Pastor
ALLEN	James H.	Vice Chancellor,UNC-G	Ordained, in other work
ANDERSON	Tom Baine	Vandalia-Interim	Honorably Retired
ASKEW, SR.	Michael Eugene	Reid Memorial Pres.	Pastor
AVENT	Lawrence W.	Grs.First,Parish Assoc.	Honorably Retired
AYERS	J. Lawrence		Honorably Retired
BAGNAL, JR.	Thomas B.		Honorably Retired
BANBURY	James Henry	Highland Presbyterian	Associate Pastor
BARKER	Jonathan C.	Presbyterian Counseling	Ordained, in other work
BELL	John Warren		Ordained, in other work
BLACK	J. William	Hills/Pine Ridge Pres.	Pastor
BLEDSOE	Jesse Wade	Pilot Mountain, First	Pastor
BLESSING	Linda	Flat Rock Presbyterian	Pastor
BOYD	Lowe Adlai	Univ. of South Florida	Ordained, in other work
BRADFORD	Ernest		Ordained, in other work
BRAMMER, JR.	Edwin C.	Reidsville First Pres.	Pastor
BRANNON	Warren Cloud	Shiloh, Burlington	Pastor
BREARLEY	John Cecil	Elkin Presbyterian	Pastor
BROWN	Charles Lynnwood		Honorably Retired
BROWN	William		Honorably Retired
BRYANT	Robert A.	Cross Roads Presbyterian	Pastor
BULLOCK	Malcolm McLeod	Salisbury, First	Associate Pastor
BURR	David H.		Honorably Retired
BUTTON	Robert	Pine Hall/Sandy Ridge	Temporary Supply
CALHOUN	George		Honorably Retired
CALLIS	Cecil	Mount Vernon Springs Pres	Stated Supply
CARMINES	William David	Siler Presbyterian	Pastor
CARPENTER	George Cooper	Med. Benevolence Found.	Ordained, in other work
CARTER	Charles R.	Forest Hills Presbyterian	Pastor
CHAPPELL	William H.	Griers/Pleasant Grove	Stated Supply
CHASE	Carole Frederica	Prof.of Religion,Elon Co.	Ordained,in other work
CHILDS	Robert R.		Ordained,in other work
CLARK	Malcolm Gray	Fellowship Presbyterian	Pastor
CLICK	Mary Boyd	El Bethel	Stated Supply
CLICK	S. Jay	Eden First Presbyterian	Pastor
CLUBB	Charles W.	Madison Presbyterian	Pastor
COATES	Frederick Alvin	Mooresville First Pres.	Associate Pastor
COBLENTZ	John Alexander	Back Creek Presbyterian	Pastor
COLLIER	Frank	Cluster pastor	Honorably Retired
COLQUITT	Llewellyn B.		Honorably Retired
COOK	Clyde Thomas	Greensboro First Pres.	Associate Pastor
COOPER	Watt Martin		Honorably Retired
CULLER	Herbert Hampton		Honorably Retired
CURRIE	William Murphy		Honorably Retired
DANCY	Kermit Wilson	Mt. Jefferson Pres.	Pastor
DANIEL	David Thomas	Bixby Presbyterian	Pastor
DAVISON	Frank A.		Ordained,in other work

Last Name	First Name	Church Name	Position
EAL	Max		Ordained,in other work
EAN	Bobby F.	Grandfather Ho. for Chil.	Ordained,in other work
DEW	Frank	Church of the Covenant	Associate Pastor
DEW	Franklin McLeod	New Creation Community	Pastor
DICK	F. Marion		Honorably Retired
DICKENS	James A.	Logan Presbyterian	Pastor
DIXON	C. Wayne		Honorably Retired
DOBYNS	Mary Susan	(Pastoral Counseling)	Ordained,in other work
DUA	Barbara E.	Greensboro First Pres.	Associate Pastor
DUMFORD	Carl Willard	Taylorsville Pres.	Pastor
EAST	Christopher F.	Buffalo Presbyterian	Pastor
ELIASON	John Everett	Piedmont Presbyterian	Pastor
ELLER	James W.	Alamance Presbyterian	Associate Pastor
ELLIS	Stewart E.	Trinity Presbyterian(W-S)	Pastor/Campus Minister
EVANS, III	Robert C.	North Wilkesboro Pres.	Pastor
EVERSLEY	Carlton A.G.	Dellabrook Presbyterian	Pastor
FAW, Jr.	Thomas McLean	Memorial Presbyterian	Pastor
FIELDER	Dusty Kenyon	Clemmons Presbyterian	Pastor
FIELDER	Robert A.	Clemmons Presbyterian	Pastor
FISHER	Roscoe B.		Honorably Retired
FLAGG	Jann Briscoe		Minister at Large
FLORA	Joseph Wilson		Honorably Retired
FORBIS	Robert Lee		Honorably Retired
FOSTER, JR.	William Hague	Whitewright First	Stated Supply (Retired)
FOUST	Milton M.	Randolph Presbyterian	Stated Supply(Retired)
RAZIER	James Taylor	Sparta Presbyterian	Pastor
REEMAN	Elijah	St. Paul Presbyterian(HP)	Pastor
FREEMAN	Larry Wayne	(Exec.Dir.Cup of Water)	Ordained,in other work
FREEMAN	Robert Orr	Salisbury Second	Pastor
FUDGE	Samuel Royal		Honorably Retired
FULLER	Harold E.	Parkway Presbyterian	Pastor
FUSSELL	Tempe		Minister-at-large
GARRISON	Joseph Marion	Greensboro First	Parish Associate (HR)
GEHMAN	Philip R.		Ordained, in other work
GEORGE	Sherron K.	Teacher in Brazil	Ordained,in other work
GIBBS	Reagan	Cluster	Temporary Supply
GILLESPIE	Carter B.	(Substance Abuse Couns.)	Ordained,in other work
GIRARD	Scott C.		Ordained,in other work
GRANT, JR.	James Henry	Lexington First Pres.	Pastor
GRAY	Lucius Ardrey	Alamance Presbyterian	Pastor
HAN	Hewon	Assoc.Presbyter-Cong.Life	Ordained,in other work
HANDLEY	John McNeel	Executive Presbyter	Ordained,in other work
HAWKINS	J. Stimson	(Clinical Pastoral Coun.)	Ordained,in other work
HAYES	William Calvin	Symrna/Wentworth	Pastor
HELM	Dewitt Frederick		Honorably Retired
HENDERSON	James	Calvary Presbyterian	Pastor
HENRY	David Lee	Unity Presbyterian	Pastor
HERRON	Robert W.	(Pres.Counseling)	Ordained,in other work
HEWLETT	Everett Augustus		Honorably Retired
HIGGINS	Cynthia Rosser	Starmount Presbyterian	Associate Pastor
HOBSON, JR.	J. Samuel	St. Paul, Greensboro	Pastor
CH	Ann I.	(Duke Divinity School)	Ordained, in other work
OLLER	Zeb North	Pres.Church of the Coven.	Pastor

Last Name	First Name	Church Name	Position
HORNER	Fredrick	Greensboro First Pres.	Sr. Associate Pastor
HOWARD	Robert M.	Statesville First Pres.	Associate Pastor
HULL	Joanne Ruth	Guilford Park Pres.	Associate Pastor
HUNDLEY	Stephen A.	Prospect Presbyterian	Pastor
HUNT, JR.	Guy William	Wilkesboro/Beulah Pres.	Pastor
HUNTER	George	Trinity United Pres.	Pastor
JAHNES	Ann B.	Yadkinville Presbyterian	Pastor
JAMERSON	Rufus Francis		Honorably Retired
JEFFORDS	Robert S.	Covenant Presbyterian	Pastor
JOHNSON	John S.		Honorably Retired
JOHNSON, JR.	W. Stacy	(Ph.D.Studies-Harvard)	Ordained, in other work
JOHNSTON	William S.	Washington, DC	Ordained,in other work
KEATING	Henry James	First Pres.Winston-Salem	Associate Pastor
KIMMEL, JR.	Lewis Clark	(U.S.Navy Chaplain)	Ordained,in other work
KING	Hardin Alexander		Honorably Retired
KING	Walter William	(Mechanical Engineer)	Ordained,in other work
KIRKLAND	Benjamin		Ordained, in other work
KNOX	William Robert		Honorably Retired
KORT	Phyllis M.H.	Burlington First Pres.	Associate Pastor
LAKE	Julian		Honorably Retired
LAMB	Elizabeth Lyle		Member-at-Large
LANE	Thomas	UNC-G	Stated Supply
LANNON	Donald E.	Guilford Park Pres.	Pastor
LAWRENCE, SR.	William F.	Yadkin United	Part-time Stated Supply
LAYMAN	James English	Starmount Presbyterian	Pastor (Effective 5/15
LEE	Robert Eugene	Faith Presbyterian Church	Pastor
LEE-ANDREWS	David T.	Concord Presbyterian	Pastor
LEWIS	Robert Milton	First Pres., Salisbury	Pastor
LEWIS	S. Edwin	Mooresville First Pres.	Pastor
LINDSAY	Paul		Ordained,in other work
LONG	Laura C.		Ordained,in other work
LONG	William Fife	Franklin-Interim	Honorably Retired
LONG	Z. Bradford	(Presbyterian & Reformed)	Ordained, in other work
LOWERY	Ivan W.	Cameron/Mt.Vernon/Mkvl.2nd	Pastor
LUKE	John W.		Honorably Retired
MACCAULAY	Wilkes		Honorably Retired
MARROW	J. Roger	(VA Hospital)	Ordained,in other work
MARTIN	Steve A.		Ordained, in other work
MATTHEWS	Robert Moore	Fieldstone Presbyterian	Pastor
MAULDIN	James Martin		Ordained,in other work
MC ALPINE,III	John R.		Honorably Retired
MCCUTCHAN	Stephen	Highland Presbyterian	Pastor
MCDANIEL	James Mark		Honorably Retired
MCKEE	Charles		Honorably Retired
MCPHERSON	Lacy V.		Honorably Retired
MCSWEEN	Allen Crews		Honorably Retired
MILAM	Judson J.	St. Andrews Presbyterian	Pastor
MILHOLLAND	John L.	Fifth Creek/Old Providence	Pastor
MILLER	E. Thomas	Forest Park Presbyterian	Pastor
MILLER	James Fraser	Pres.Church of the Cross	Pastor
MIMBS	Donald	Cluster Minister	Minister-at-large

Last Name	First Name	Church Name	Position
MITCHAM	James	Shadyside-Stated PT Supply	Honorably Retired
MONTGOMERY	Hugh Reid	Speedwell Presbyterian	Pastor
MORGAN	Molly Dotson	Brownson Memorial Pres.	PT Interim Associate
MORRISON	Allen Eugene	Asbury Presbyterian	Pastor
MORRISON	William Harvey	Spencer Presbyterian	Pastor
MULLEN	Lisa	High Point First Pres.	Associate Pastor
MULLIN	Joseph		Honorably Retired
MURRAY,IV	George A.	Kernersville First Pres.	Pastor
NEAL	George		Ordained,in other work
NELSON, II	James Herbert	St. James Presbyterian	Pastor
OSBORNE	Connell	(Chaplain,Air Force)	Ordained,in other work
OSMER	Richard		Ordained,in other work
PARKER	Darell A.		Honorably Retired
PARKER, JR.	Joseph K.		Honorably Retired
PARTINGTON	David C.	Shallowford Presbyterian	Pastor
PATTERSON	Samuel Curtis	Thomasville First Pres.	Pastor
PEARSON	Karen Evette	Allen's Temple/Freedom	Pastor
PERRELL	Orion Wiliam		Honorably Retired
PHARR	Jamie Bibee		Minister-at-large
PHARR	Steve Macon	(Atty. Petree/Stockton)	Ordained,in other work
PHILLIPS-OLSON	Frances	Univ. of Chapel Hill	Interim Associate
PICKARD	Joseph Lee	Synod of Mid-Atlantic	Ordained,in other work
PLEXICO	Andral Bratton	Hawfields Presbyterian	Pastor
PLOGER	George A.		Honorably Retired
OGUE	Phillip Justin B	Glendale Sprgs/Laur. Fork	Pastor
PORTER, III	William C.	Whispering Pines	Stated Supply
PRICE, JR.	James Ligon		Honorably Retired
RAGLAND	John G.	Pastoral Couns./Consult.	Ordained,in other work
RECKARD	Charles		Honorably Retired
REDHEAD, JR.	John A.		Honorably Retired
REED	Catherine J.	Hunger Action Enabler	Ordained,in other work
REIFF	Gerald N.		Ordained,in other work
RHODES, JR.	William C.		Honorably Retired
RICHARDSON	Leland Autry	Mocksville First Pres.	Pastor
RIDOLFI	Paul Nathanael	Mount Airy First	Pastor
RISSMILLER	James M.	Community in Christ,Pres.	Pastor
RODDEY	Susan MacDonald	Graham Presbyterian	Interim Associate
RODENBOUGH	Jeannette	Chaplain/Hospice	Ordained,in other work
RYOO	Paul S.	Korean First Presbyterian	Pastor
SEBESAN	Dennis	James Presbyterian	Pastor
SHARP	Grant McGuffin	Statesville First Pres.	Pastor
SHARPE	Danny M.	Greenwood Presbyterian	Pastor
SHELLEY	A. Carter	Assoc.Presbyter-Care&Dev.	Ordained,in other work
SHELTON	R. Page	Third Creek Presbyterian	Pastor
SHEPPARD	Lester E.		Honorably Retired
SHETLER	Jerold D.	Greensboro First Pres.	Pastor
SHIVE	Stephen A.	Oakland Presbyterian	Pastor
SIMONETTI	Ethel Chafin	Dogwood Acres Pres.	Pastor
SLOAN	William Wilson		Honorably Retired
SMITH	Jeffrey Dee	Unity at Denver, Interim	Member-at-large
SMITH	Jerry M.		Ordained,in other work
SMITH	Ronald A.	Fairmont Presbyterian	Pastor

Last Name	First Name	Church Name	Position
SMITH, III	William R.		Honorably Retired
SMITH, JR.	James W.	Chaplain,VA Med.Ctr. W,DC	Ordained,in other work
SNIPES	Stevan A.	North Wilkesboro Pres.	Associate Pastor
SOSEBEE	Billy F.	Lexington Second Pres.	Pastor
SOUTHALL	Thompson B.		Honorably Retired
SPANGLER	Laura Michael	Thomasville First Pres.	Parish Associate
SPEARS	Joe	Mount Tabor Presbyterian	Pastor
STEELE, JR.	Rolin Medwin	Springwood Presbyterian	Pastor
STEVENSON	Samuel	Grace Presbyterian	Pastor
STEWART	Patricia F.	First Christian Church	Pastor
STIMSON	Jamie Douglas	Clio - Stated Supply	Honorably Retired
TALMAGE	John B.	Program Coord/Therapist	Ordained,in other work
THOMAS	Harry S.		Ordained, in other work
THOMASON	Dr. Glenn C.	Guidance Counselor	Member-at-large
TOLAR	Robert	Asheboro First	Associate Pastor
TRUITT, JR.	John Galloway	Starmount Presbyterian	Interim (until 5/15/91)
TURNER	Robert Lee	Stated Supply,Joyce/Milton	Honorably Retired
VARKER	William Dickson	Westminster Presbyterian	Pastor
VOTH	Stanley Milton	Winston-Salem First	Associate Pastor
WALDRUFF	Harold F.		Honorably Retired
WARD	Rovkwell Porter	Campus Minister, ASU	Ordained,in other work
WARD, JR.	Walter Russell	Asheboro First Pres.	Pastor
WATTS	Roy Edward		Honorably Retired
WECKERLY	William C.	Graham Presbyterian	Pastor
WELLS	Robert S.		Honorably Retired
WHITLEY	John Currie	Stoneville Pres. - Supply	Honorably Retired
WHITNEY	Norman	Bethany. Graham	Pastor
WILKINSON	Frank C.		Honorably Retired
WILLIAMS	Benjamin F.	Dir.:C&Y Services	Ordained,in other work
WILLIAMS	Charles	Burlington First Pres.	Pastor
WILLIAMS	J. Gordon	Parish Assoc.First,Grv'lle	Ordained,in other work
WILSON, JR.	James Kieffer	Sedgefield Presbyterian	Pastor
WOMELDORF	John Andrew		Honorably Retired
WOODALL, JR.	Paul D.	Bethel Presbyterian	Pastor
WOODMANSEE	Richard	High Point First Pres.	Pastor
WRENN	William James	Brentwood Presbyterian	Pastor
WURST	Richard S.	Stony Creek Presbyterian	Pastor
YODER	Robert Lyman	Bethesda Presbyterian	Pastor
YOUNG, JR.	Troy A.		Honorably Retired
ZORN	Christopher E.	John Calvin Presbyterian	Pastor

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VOLUME III

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Minutes of

SALEM PRESBYTERY

ELEVENTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
STATESVILLE, NORTH CAROLINA
July 13, 1991

MINUTES OF

SALEM PRESBYTERY

ELEVENTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
STATESVILLE, NORTH CAROLINA

July 13, 1991

OFFICERS

Moderator	Ivan W. Lowery
Moderator-in-Nomination	Rudolph V. Boone, Sr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Jim Clinard
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

ELEVENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

STATESVILLE, NORTH CAROLINA

July 13, 1991

The Eleventh Stated Meeting of Salem Presbytery was called to order by Moderator Ivan Lowery at 9:00 a.m. on Saturday, July 13, 1991, in the First Presbyterian Church of Statesville, North Carolina. The opening prayer was led by Bob Matthews.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	140	Non-Commissioners	2
Ministers	96		
		Visitors	72
Corresponding Members			
Ministers	3	Total Enrollment	317
Church Educators	4		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., George W. Alexander, Jr., Michael Askew, J. Lawrence Ayers, J. William Black, Jesse W. Bledsoe, Warren C. Brannon, Robert E. Button, George S. Calhoun, Charles Carter, Carole R. Chase, Charles W. Clubb, J. Alexander Coblentz, Frank Collier, David T. Daniel, Frank A. Davison, Max E. Deal, Robert F. Dean, Frank M. Dew, James A. Dickens, Barbara Dua, Christopher East, James W. Eller, Stewart E. Ellis, Robert C. Evans, III, T. McLean Faw, Jr., Dusty K. Fiedler, Robert A. Fiedler, Roscoe B. Fisher, Charles Fitzpatrick, Janet Briscoe Flagg, Milton M. Foust, Elijah B. Freeman, R. O. Freeman.

G-M

Reagan P. Gibbs, Hewon Han, John M. Handley, William C. Hayes, James Henderson, David L. Henry, Ann I. Hoch, Stephen A. Hundley, Henry J. Keating, Walter W. King, William R. Knox, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, Robert Lee, David T. Lee-Andrews, S. Edwin Lewis, Laura C. Long, Z. Bradford Long, Ivan W. Lowery, J. Roger Marrow, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, Judson J. Milam, John L. Milholland, E. Thomas Miller, Donald Mimbs, Reid Montgomery, Allen E. Morrison, William H. Morrison, George H. Murray, IV.

N-Z

S. Curtis Patterson, Karen Pearson, Jamie Bibee Pharr, A. B. Plexico, W. Clark Porter, III, Catherine J. Reed, Leland A. Richardson, James Rissmiller, Susan M. Roddey, Jeannette G. Rodenbough, Paul S. Ryoo, Grant M. Sharp, Danny M. Sharpe, A. Carter Shelley, Ethel Simonetti, Ronald A. Smith, Steven A. Snipes, Billy F. Sosebee, Laura M. Spangler, Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, John Truitt, Jr., Norman M. Whitney, Sr., Frank Wilkinson, Paul D. Woodall, Jr., William J. Wrenn, Jr., Richard Wurst, Jr., Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

Frank Allen, James H. Banbury, John W. Bell, Linda L. Blessing, L. Adlai Boyd, Ernest Bradford, Robert A. Bryant, S. Jay Click, Mary Boyd Click, Frederick A. H. Coates, Clyde T. Cook, Kermit W. Dancy, M. Susan Dobyns, John Eliason, Harold E. Fuller, Jr., Phillip R. Gehman, James H. Grant, Jr., Lucius Gray, J. Stimson Hawkins, Robert W. Herron, Cynthia R. Higgins, Z. N. Holler, Fredrick Horner, Robert M. Howard, Joanne Hull, George Hunter, Robert S. Jeffords, William Stacy Johnson, Phyllis M. H. Kort, Robert M. Lewis, Paul Lindsey, Steve A. Martin, James F. Miller, Frances Olson, David C. Partington, Steve Macon Pharr, Joseph L. Pickard, John G. Ragland, Paul N. Ridolfi, Dennis Sebesan, R. Page Shelton, James T. Shields, Rollin M. Steele, Robert R. Tolar, Jr., William D. Varker, Stanley M. Voth, Rockwell P. Ward, Charles Williams, J. Gordon Williams, James Wilson, R. Scott Woodmansee, Robert L. Yoder.

The following Ministers were unexcused:

James Allen, Jonathan Barker, Edwin Brammer, John C. Brearley, Malcolm M. Bullock, William D. Carmines, George Carpenter, William H. Chappell, Robert R. Childs, Jr., M. Gray Clark, Carl W. Dumford, Carlton A. G. Eversley, James T. Frazier, Larry W. Freeman, Carter Gillespie, Scott C. Girard, Guy W. Hunt, Jr., Ann B. Jahnes, William S. Johnston, Benjamin Kirkland, Elizabeth L. Lamb Marshall, James M. Mauldin, Molly Dotson Morgan, Lisa Mullen, George Neel, J. Herbert Nelson, Richard Osmer, Franklin L. Partridge, III, Phillip J. Pogue, Gerald N. Reiff, Jerold D. Shetler, Stephen A. Shive, Jeffrey Dee Smith, Jerry M. Smith, Joe L. Spears, John B. Talmage, Glenn C. Thomason, W. Russell Ward, Jr., William C. Weckerly, Benjamin F. Williams.

The following Missionaries and Chaplains were excused:

Sherron Kay George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Thomas B. Bagnal, Jr., Charles L. Brown, William Brown, David H. Burr, Cecil C. Callis, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Joseph M. Garrison, Dewitt F. Helm, Everett A. Hewlett, Rufus F. Jamerson, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, James A. Mitcham, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, James L. Price, Jr., Charles Reckard, John A. Redhead, Jr., William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, Harold Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Carol Smith Dyson, Bob Fogleman, Muriel C. Ward, Asheboro, First Carolyn Chisholm, Donald Chisholm, Allen Temple Margaret C. Carr, Virginia Mott, Back Creek George K. Brown, Bethany (Graham) Ben J. Martin, Jr., Bethany (Statesville) Edgar Ingram, Bethel Linda Seawell, Bethesda (Statesville) Sue Cook, Beulah B. Robert Habershaw, Bixby Lib Cornatzer, Boone, First Nancy G. Spann, Boonville, First Hallie Cundiff, Darlene H. Lytton, Marilyn K. Scales, Brentwood Mrs. Phillip A. Brown, Buffalo Richard Barnes, Burlington, First Edith B. Huff, Dorothy B. Shoffner, Calvary L. T. Dixon, Marvin Norman, A. E. Peterson, Cameron Isaac A. Stockton, Clemmons Chris Baucom, Cleveland Mitchell Goodman, Clio J. Andrian Dobson, Collinstown Thomas R. Holt, Community in Christ, Presbyterian Sue

McElroy, Concord Bill Johnson, Cooleemee Leann Dodd, Covenant M. Ann McKenzie, Crestwood Doug Norwood, Dogwood Acres Tom M. Moore, Eden, First Horace Penn, Edward Webb Memorial Gladys W. Bailey, LaDonna McCarther, Elkin Elizabeth H. Hendrick, Elmwood Hazel Warren, Fellowship Addison L. Hill, Fieldstone Steve Meadows, Fifth Creek William K. Niblock, Flat Rock Dwight McAlexander, Forest Hills Virginia Lewis, Forest Park Rick R. Rhyne, Francisco Jerry George, Franklin Dr. Telka M. Hall, Ray Penley, Freedom Wilma Norman.

G-M

Grace William E. Shouse, Yellock Truman, Graham Betty Webb, G. Joseph Wheeler, Jr., Greensboro, First Virginia Forrest, Doris Preyer, Greenwood Shelby C. Baker, Griers Kelly Butler, Guilford Park Caroline Pearce, Betty Peraldo, Hawfields Henderson Scott, Graham Smith, High Point, First Sanders Dallas, Jr., Willard Kimrey, Murray M. White, Jr., Highland Scott Bauer, Bobby Dann, Immanuel John B. Brown, Jr., Sue E. Lambert, Jamestown Bob Jones, Betty LaBella, John Calvin Martha West, Lansing Jeanette Paisley, Lexington, First Bob Koontz, Craig Koontz, Lexington, Second Claude Graves, Lloyd Edwin L. Patterson, Ruth M. Patterson, Logan Blanche Feimster, John Tatum, Memorial Walter Thompson, Mocksville, First Glenn Scott, Mooresville, First William B. Harris, III, P. Carroll Teeter, Mt. Jefferson Orleta Demuth, Drew L. Yount, Mt. Tabor Lilliesteen Harris, Elizabeth Sifford.

N-Z

New Creation Community Kelly Davis, New Salem J. M. Lackey, North Wilkesboro Joanne S. Beeson, Nellie Hobson, Oakland Richard Lowrance, Parkway Michael M. Gendy, Fred N. Ward, Pilot Mountain, First Larry D. Hudson, Pine Ridge Sally Taylor, Presbyterian Church of the Covenant David Sheets, Presbyterian Church of the Cross James A. Regan, Prospect Phil Loftin, Randolph Albert L. Clark, Reid Memorial John Faulkner, Melissa Smith, Reidsville, First Jane Stuart, St. Andrews Ron Shaw, St. James Catherine T. Bonner, Luella J. Graves, Rosa Yourse, St. Paul (Greensboro) Clarence Dorman, Jr., St. Paul (High Point) Joyce S. Clark, Salisbury, First Michael Farris, Deborah Messinger, William A. Sherrill, Salisbury, Second Vanda Lippert Crowell, Shady Side Charles England, Shiloh (Burlington) William F. Dixon, Jr., Smyrna Virginia Richardson, Speedwell Lucy Rankin, Spencer Catherine Harrison, Starmount Michael T. Maynard, Brownie Owens, Jean Spangler, Statesville, First Richard Dickey, John Steele, Stony Creek James D. Smith, Tabor Victor C. Troutman, Third Creek Tommy L. Doss, Thomasville, First Tom Byrnes, Thyatira Ronald B. Goodnight, Trinity (Elon College) Alura Wheeler, Trinity (Salisbury) Myrtle B. Stevenson, Gladys Winston, Trinity (Winston-Salem) C. D. Sheets, Wentworth Henry E. Sands, Westminster (Burlington) Wade Redding, Whispering Pines Margaret Buie, Winston-Salem, First Mack C. Dagenhart, James S. Price, Yanceyville Ruby M. Sheridan.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Baird's Creek, Cross Roads, El Bethel, Glenwood, Kernersville, First, Mount Airy, First, Mount Vernon Springs, Pleasant Grove, Sedgefield, Shalllowford, Vandalia.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Bethesda (Ruffin), Centre, Dellabrook, Danbury Community, Ebenezer, Fairmont, Faith, Glendale Springs, Gulf, Harmony, Hills, Hope View, Joyce, Korean First, Laurel Fork, Little Joe's, Love Valley, Madison, Mebane, Milton, Mocksville, Second, Mount Vernon, Oakview, Old Providence, Old Town, Peak Creek, Piedmont, Pine Hall, Pittsboro, Red House, Riverview, Rumple Memorial, Sandy Ridge, Shiloh (Statesville), Siler City, Southminster, Sparta, Springwood, Stoneville, Taylorsville, Unity, Westminster (Greensboro), Yadkin United, Yadkinville.

The following Church Professionals were enrolled:

Rebekah Lee-Andrews, Ruth B. Lenger, Ida K. McCaskill, Delores M. Spielman.

The following Visitors were registered:

G. Douglas Aitken, Jr., Bill Amidon, Donald Armitage, Shawn E. Barkley, Frederick Beck, Barbara R. Brown, Maryland Brunner, Margaret Butler, Elaine H. Button, Charles W. Cameron, Marian G. Cameron, Vanessa Campbell, Roy P. Carr, Roy L. Curruth, Barbara Carter, Fred Carter, John C. Chambers, Phyllis Chambers, Robert Cline, Verne Clubb, Greta Connor, Haywood M. Cope, Ozell Cowan, Russell Cowan, Tinsie Cowan, Michael E. McDaniel, Hallie Davidson, Steve Dyer, Robert Edwards, Pauline Fisher, Sue Foust, Earle Frazier, Frank Fuller, Jr., Robert Gilchrist, Creola Goodman, Estella Goss, Don Hart, Donald F. Howie, Bill Hylton, Daisy Keaton, Man Young Kim, Young S. Kim, Margaret Marks, Cora Massey, Norma Jane Meadows, William A. Mensing, Jane Miller, Brenda Millsaps, Doris G. Moore, Mamie Morris, Patsy Morrison, Anne Neely, Jewelene Parker, Cordelia Phifer, Jane Powers, Marie P. Reed, Julia Richmond, Russ Ritchel, Gertrude Scippio, C. L. Sheridan, George Slaydon, Jan Sparrow, Larry Summey, Fred Tatum, Ruth Taylor, Linda Thurston, Margaret Turner, Kellie Weekley, Charles Wiley, Byron Wolfe, Winifred H. Yoder, Aurelia Young.

The following Corresponding Members were present:

Paul Ransford and Julia Ross Strope from New Hope Presbytery, John A. Wilkerson, Jr., from Charlotte Presbytery.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler

DOCKET

The docket was presented by Rudolph Boone, Co-Moderator of Council, and was approved as amended.

WELCOME

The Governing Body was welcomed by Grant Sharp, pastor of the host church. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. Ecumenical visitor Thomas Corbell, Pastor of St. John's Evangelical Lutheran Church of Statesville was introduced. Mr. Corbell addressed the Presbytery.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix A, pp. 157-158.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix B, p. 159.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Resolutions: Cindy Higgins
Marvin Norman
Lucy Rankin

OMNIBUS MOTION

Rudolph Boone, Co-Moderator of Council, presented the Omnibus Motion. Following opportunity for members of Presbytery to remove items from the Omnibus Motion, the Presbytery approved all the recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

REPORT OF PRESBYTERY COUNCIL
Rudolph Boone/Rollin "Chip" Steele, Co-Moderators

The Salem Presbytery Council has met twice since the last Stated Meeting of Presbytery.

For Information

1. Council approved the Minutes of the April 2, 1991, Special Meeting and the April 23, 1991, Tenth Stated Meeting of Salem Presbytery.

2. In response to a suggestion offered at the last Presbytery meeting, Council voted that the Executive Presbyter and Associate Presbyters make reports annually (but not at the same meeting) of their work, their dreams for Salem Presbytery, and other pertinent matters. This is a trial plan for a period of one year, beginning in the Fall, 1991. The Executive Presbyter is to report at the February meeting of the Presbytery.

3. Council referred to the Worship Committee the suggestion that the retiring Moderator preach at the February meeting of the Presbytery each year.

4. Council approved the purchase of Loss Prevention Insurance for Presbytery's Staff and officials (including Trustees) at the cost of $100. The expense is to be taken from the "Insurance" line item under "Office Costs" in the Presbytery budget.

5. Council approved in principle a request from the Peacemaking Committee to sponsor a chartered bus trip to the General Assembly Offices in Louisville, pending receipt of more information. The cost of the trip would be borne by the travelers.

6. Council requested the Committee on Ministry to formulate policy recommendations for any churches who might consider withdrawing from the denomination in the future (now that Article 13 is closed).

7. Council endorsed the report of the Bicentennial Fund Prospectus Committee and expressed its appreciation to the Committee for the work involved in preparing the prospectus.

8. Council endorsed the report of the Budget and Finance Committee.

9. In 1990 Presbytery approved the purchase of land in Greensboro for the Korean First Church. It was later determined that the offered lot would not pass the required tests for a septic field. An extensive search was again initiated. An appropriate site has now been discovered. Council joyously endorses the Recommendations of the Church Development Committee.

For Action

In this present year, Ivan Lowery represents both the Black Caucus and serves as Presbytery Moderator. Since both the Moderator of Presbytery and the Moderator of the Black Caucus have seats on the Council, this leaves part of our Presbytery under represented on Council. Therefore, Council proposes the following addition to our Manual.

NOTICE OF AMENDMENT OF SALEM ORGANIZATION PLAN. Amendment of the Organizational Plan of Salem Presbytery requires a seven day advance notice of such amendment and approval by 2/3 of those present and voting at the meeting of Presbytery.

ACTION:

In the event a person is eligible for membership on Presbytery's Council in two or more categories of membership, the Council shall request the group(s) represented to elect another person for the year in question as their representative to bring the Council to full membership. (Example: if the Moderator of Presbytery is also Moderator of the Black Caucus or the Presbytery-wide Presbyterian Men or Women's groups, etc. or if a Division Moderator might also qualify for one of the seats mentioned above).

ACTIONS:

a. Presbytery approved the request of the Brentwood Church to sell its manse pending receipt of further information (i.e. sale price, plans for the use of the proceeds of the sale, etc.).

b. Presbytery approved the request for the Milton and Red House Churches to sell the manse that they own jointly.

ACTION:

The following policy for distribution of Presbytery Minutes was adopted: copies of Minutes of Salem Presbytery Meetings are to be kept in Presbytery's Office and copies will be sent to individual pastors and churches only upon request.

Concerning the request of the Westminster Church (Burlington).

ACTION:

Presbytery approved the sale of the former East Burlington Church property located at 800 Fair Street, Burlington, NC, which was approved in principle by the earlier merger agreements, at a sale price of $175,000 pending final approval of the sale by the Westminster Church congregation (details of the sale were reviewed and approved by the Council).

Concerning the purchase of the property adjoining the Allen Temple Church of Cleveland, NC. They have worked through a local realtor and the price is in line with appraised value. This purchase brings under control of the church a community "nuisance" gathering place and will be used by the church for additional parking and for recreational purposes.

ACTION:

Presbytery approved the purchase by the Allen Temple Church of the lot adjoining the present church property.

CONGREGATIONAL LIFE DIVISION

ADULT MINISTRIES COMMITTEE

Delores Spielman presented the report. She detailed the status of Older Adults in Salem Presbytery, and the response of churches to their needs. During the presentation, older adults "Miss Lucy" Rankin and David Downs addressed the Presbytery.

PATHWAYS

Donna Chase and Ida McCaskill presented plans for the 1991 Pathways event. Pathways will be held on October 19, 1991, at First Church, Greensboro.

RESOURCE CENTERS COMMITTEE

Steve Snipes presented the following Resolution Recognizing and Honoring the Service of Hazel Connelly.

RESOLUTION RECOGNIZING AND HONORING
THE SERVICE
OF
HAZEL CONNELLY

WHEREAS, **Hazel Connelly** has served the church of Jesus Christ for the past 25 years at Church of the Cross, Greensboro, first as Church Secretary, then as Day Care Center Director;

WHEREAS, **Hazel Connelly** has voluntarily supervised Presbytery's Resource Center housed at Church of the Cross over the last 13 years for Salem Presbytery and the Antecedent Orange Presbytery;

WHEREAS, **Hazel Connelly** has handled the responsibilities of her work with exceptional commitment, efficiency, and loyalty;

WHEREAS, **Hazel Connelly** has served the particular church and the Presbytery with determination and distinction;

WHEREAS, **Hazel Connelly** is viewed by her colleagues as always ready to assist and doing whatever it takes to get the job done;

WHEREAS, **Hazel Connelly** has given of her energy in a tireless and diligent manner, with full support of her family;

WHEREAS, **Hazel Connelly** is retiring from active service August 1991;

BE IT THEREFORE RESOLVED,

that Salem Presbytery meeting July 13, 1991, at First Church, Statesville, gives thanks to God for the life and work of **Hazel Connelly**, and expresses proper appreciation to her for her outstanding service to the church.

STEWARDSHIP EDUCATION COMMITTEE

The following churches were recognized for their leadership in benevolence giving per member:

New Creation Community
Lexington, First
Yanceyville
Church of the Covenant
Reidsville, First

The following churches were recognized for percentage increase in their giving to benevolences:

Korean, First
Love Valley
Pleasant Grove
Westminster (Burlington)
Tabor
Taylorsville

A narrative budget for the Presbytery was presented.

ADMINISTRATIVE SERVICES DIVISION

REPORT OF THE PERSONNEL COMMITTEE
Fred Tatum, Moderator

The Personnel Committee has become aware that the format of the Calls to our Presbytery Program Staff has not been uniform. In order to bring them to a uniform pattern and to amend them to conform to the proposed 1992 Budget, the Committee makes the following:

ACTION:

Presbytery amended the following calls effective January 1, 1992, to read:

Executive Presbyter/S.C.	
Salary	$37,810.71
Housing	13,000.00
Pension	14,768.39
Social Security	3,887.02
Dental Ins.	413.08
Continuing Education	1,200.00
Travel (includes car provided)	4,000.00
Total	$75,079.20
Associate Finance	
Salary	$41,015.89
Pension	11,074.29
Social Security	3,137.72
Dental Ins.	206.48

Continuing Education	1,000.00
Travel (includes car provided)	2,500.00
Total	$58,934.38
Associate Care and Leadership	
Salary	$27,092.42
Housing	13,000.00
Pension	11,653.06
Social Security	3,067.07
Dental Ins.	206.48
Continuing Education	1,000.00
Travel (includes car provided)	4,000.00
Total	$60,019.03
Associate for Congregational Life	
Salary	$26,893.69
Housing	13,000.00
Pension	11,595.30
Social Security	3,051.87
Dental Ins.	728.92
Continuing Education	1,000.00
Travel (includes car provided)	3,500.00
Total	$59,769.78
Hunger Action Enabler	
Salary	$11,590.83
Housing	7,400.00
Pension	5,519.78
Social Security	1,452.80
Dental Ins.	206.48
Continuing Education	500.00
Travel	1,250.00
Total	$27,919.89

The annual performance review of the Rev. Carter Shelley, Associate Presbyter for Care and Development of Leadership, was conducted by the Personnel Committee June 20, 1991.

The review was based upon information obtained from selected individuals in Salem Presbytery with specific knowledge of Rev. Shelley's work, insights from members of the Personnel Committee, staff, and from Rev. Shelley's self- appraisal.

The review revealed that Rev. Shelley's faith is exemplified through her work with people. She is knowledgeable, supportive, sincere, a good listener, and is highly committed to her work which motivates her to strive for excellence.

The review further disclosed that organization and follow-through are areas that require a greater concentration. She has planned to attend Columbia Theological Seminary and workshops in order to enhance her professional and spiritual growth and development.

Rev. Shelley is loved and respected throughout the Presbytery.

ACTION:

The Rev. Carter Shelley, Associate Presbyter for Care and Development of Leadership, was commended for her job performance during the past year, and a prayer of thanksgiving and intercession was offered for her at an appropriate time during the meeting.

REPORT OF THE BUDGET AND FINANCE COMMITTEE
Don Lannon, Moderator
July 13, 1991

1991 Financial Update. In 1991 our churches have pledged $1,940,289 for Benevolence; an additional $24,450 from fees charged for programs is anticipated for a total of $1,964,739. The approved 1991 expense budget is $2,024,450; this represents a negative balance of $59,711.

1992 Requested Budget. The original requests from committees and Divisions total $2,148,793. This is $123,550 more than 1991 budget. Budget and Finance considers this to be an unrealistic budget for 1992 based on pledges from churches.

1992 Asking. The Budget and Finance Committee and Presbytery Council, based on past experience, feel that a 4% increase will be necessary for the 1992 budget in order to maintain the same level of budgeting as in 1991. (Presbytery approved a plan for 1991 benevolence whereby churches giving below the average of churches of similar size would increase their giving to this level over a three year period. Most churches in this category have responded positively in 1991.)

A positive response to the above mentioned request and a reduction of one half percent each to the Benevolence Giving to General Assembly and Synod will generate more than the $2,032,000 needed to balance the proposed 1992 budget.

1992 Budget. The attached budget is the result of a budget building process which included program and budget hearings. As a result of these meetings, the budget has been prepared and approved by the Budget and Finance Committee and Presbytery Council, and is hereby presented for your approval (see Appendix C).

UNUSED BUDGETED BENEVOLENCE. Occasionally, at the end of the budget year, some budgeted benevolence funds may not have been used by the various task forces, committees and commissions of Presbytery for its program budget and the actual receipts from the individual churches and other sources may have exceeded the budgeted receipts. When this occurs, there are funds which are not used at the end of the budget year by the Presbytery; and, these funds are termed Unused Funds.

ACTIONS:

1. Presbytery approved the attached 1992 Salem Presbytery Proposed budget in the amount of $2,057,200. (Appendix C, pp. 160-163.)

2. The per cent of total receipts applied to Salem Presbytery was increased from 51% to 52%, and the percentage to Synod was reduced from 19% to 18.5% and the percentage to General Assembly was reduced from 30% to 29.5%.

3. All year-end unused budgeted benevolence available for Presbytery's use shall be spent in the following manner: First, commitments to General Assembly and Synod shall be fulfilled including restoring the 1/2% 1992 reduction for General Assembly and Synod. Second, any unused funds in excess of our commitments to General Assembly and Synod shall be used at the discretion of the Presbytery upon recommendation of the Presbytery Council in consultation with the Finance Committee.

4. Presbytery approved a loan of $6,666 to Camp Grier for repair of the Camp Dam. Loan to be repaid over a two-year period at a rate of 7 per cent per annum.

OUTDOOR MINISTRIES DIVISION

Paul Ransford reported on the Presbytery's camping program.

REPORT FROM THE BICENTENNIAL FUND PROSPECTUS COMMITTEE
Dusty Fiedler, Moderator

Your Bicentennial Prospectus Committee is grateful to all who worked so hard on prospectus applications, for your good work made it possible for us to present what we believe to be a most exciting group of projects. In the attached booklet you will find a description of 18 proposed projects for Presbytery's approval, plus 6 more "challenge projects" that can be funded if we exceed our goal. These 18 projects offer an opportunity for us to support important ministries in the 4 given areas of evangelism, education, compassionate service to others, and global mission; they total $1,457,500 in need. The "challenge projects" total an additional $553,012.

The Committee received 29 applications for requests totaling $3,028,681. It was a most difficult job to prioritize and cut in order to stay within our Presbytery goal of $1,457,500 (or 55% of our total Bicentennial Fund goal of $2,650,000). All 29 applications fell within our published guidelines and criteria for our presbytery prospectus, in our opinion. We used these additional prioritized concerns in our deliberations.

* Is the project financially viable, with realistic goals and projected needs?
* Will the project minister to a large group, with widespread impact?
* Is the project meeting an important need, one that might not be possible without Bicentennial funds?
* Insofar as possible, do the projects represent a clear geographical spread within our presbytery?
* Do the projects represent the 4 given areas of ministry for the Bicentennial Fund?

It is very difficult to cut more than $1.5 million. In most cases, we were not able to fund fully each request, and some of the proposed 18 projects were cut substantially; six applications were turned down. We are grateful for the understanding and flexibility of all who submitted applications.

We believe this Bicentennial Fund Prospectus offers Presbyterians in Salem Presbytery many challenging and special reasons to dig deep and give generously, to God's glory. We thank you for the opportunity to serve the Church on behalf of our denomination's exciting Bicentennial Fund.

ACTIONS:

Salem Presbytery approved the 18 proposed projects as our BICENTENNIAL PROSPECTUS and also approved the 6 projects as our additional BICENTENNIAL CHALLENGE PROJECTS.

Presbytery dismissed the Bicentennial Prospectus Committee with thanks.

Salem Presbytery's Bicentennial Prospectus Committee

Mr. Parks Williams	Mrs. Jane Miller
Mr. Bill Shouse	Ms. Ida McCaskill
Rev. Jim Rissmiller	Ms. LaDonna McCarther
Mrs. Lois Price	Rev. Fred Horner
Rev. J. Herbert Nelson	Rev. Dusty Fiedler, Chair

CHURCH DEVELOPMENT DIVISION

CHURCH DEVELOPMENT COMMITTEE
Stephen Hundley, Moderator

NEW CHURCH DEVELOPMENT:

The Church Development Committee's goal is to begin three (3) new churches in the next five (5) years, beginning first in the North/Northwestern Greensboro area. At least one of the new church development projects explored will be a racial-ethnic congregation. The project cost would be shared with the regular budget of Presbytery, funds from the antecedent Presbyteries designated for new church development, local funds, and the Bicentennial Fund.

The Committee met recently with ministers and representatives from the Greensboro area churches to discuss the possibilities and preliminary stages for beginning a new church development project in the North/Northwestern area. The main purpose of this meeting was to receive input from the area churches and begin the process of choosing a STEERING COMMITTEE which will be composed of representatives of area churches--pastors and lay persons.

The Church Development Committee has contracted JAMES EARHART of CHURCH PLANNING CONSULTANTS GROUPS of Atlanta, GA, to do a comprehensive New Church Development Strategy for Salem Presbytery. The cost of this study is $10,900. The study will be completed in July, 1991.

We are continuing to work with the First Korean Presbyterian Church in locating property for their church. Presently, we are negotiating for a specific site in Greensboro at a cost of $100,000.

REDEVELOPMENT:

We are continuing to work with the Cameron Presbyterian Church as they near the completion of their new church. The Committee gave a grant of $25,000 and approved a General Assembly loan of $75,000 for this project.

The Committee has contracted with JAMES EARHART of CHURCH PLANNING CONSULTANTS GROUP to do a commentary on the Brentwood/Randolph area. We are exploring with the Randolph and Brentwood Churches the possibility of merging and moving to a new site. The Earhart study is to be completed in July, 1991.

We are exploring the possibility of Redevelopment with the Second Presbyterian Church, Salisbury, NC. Committee members have met with representatives from the area Salisbury Presbyterian Churches to receive their help and input.

The Committee approved a General Assembly loan of $150,000, and a Presbytery loan of $30,000 to the Mt. Tabor Church, Cleveland, NC to build an educational unit; we are currently working with General Assembly's Evangelism and Church Development Unit to expedite the legal requirements.

The Committee is bringing to completion the development of a comprehensive Mission Design for Church Development in Salem Presbytery. This Design includes "Biblical and Theological Considerations" and "A Philosophy of Mission in Church Development". We hope to present this paper for approval at the Fall meeting of Presbytery.

We solicit the support, guidance and prayers of Presbytery as we attempt to strengthen the local churches through redevelopment and new church development.

ACTIONS:

1. Salem Presbytery authorized its Trustees to purchase a tract of land on Stagecoach Trail, Greensboro, North Carolina and described in Deed Book 1408, at page 83, Deed Book 1631 at page 263 and Deed Book

1979 at page 224, Register of Deeds Office for Guilford County under the terms of the contract herewith enclosed (Appendix D, p. 164).

2. The Church Development Committee in consultation with Willie Garvin, Presbytery Associate for Finance and Business Affairs/Treasurer, was authorized to complete the arrangements for the purchase of the parcel of land at a purchase price not to exceed $100,000.

3. Salem Presbytery approved for this purpose the use of funds from its designated Church Development Funds and the Church Development Committee was authorized to develop an appropriate funding plan.

4. Salem Presbytery authorized and instructed the Trustees to execute all necessary documents to complete the purchase of the parcel of land described above.

5. Presbytery approved the Contract to Purchase dated 6/17/91 subject to the amendment and inclusion of paragraph 6.e. Paragraph 6.e. states: subject to determination that the site is not located within the proposed corridor for Painter Boulevard.

CHURCH IN THE WORLD DIVISION

HUNGER COMMITTEE
George Carpenter, Moderator

Greetings from your Hunger Committee! We are most appreciative for the support the congregations in Salem Presbytery give to the Pennies for Hunger/Two Cents A Meal allowing continuing efforts to alleviate hunger in the International Partnerships in Zaire and Ghana and in the many projects we can assist within Salem Presbytery. Let me call your attention to the following:

1. All congregations have received the letter including requests for Applications for Domestic Grants (agencies within the bounds of Salem Presbytery). Please give these prayerful attention and mail any requests you may have to Presbytery office; the deadline for the fall grants is August 1. We receive many more requests than we have funds to honor entirely, but each request receives prayerful consideration. No grants are accepted after the deadline.

2. Flo and Charles Sthreshley have returned from Zaire. They did some evaluation of Mbujimayi and attended the meeting of the Board at the clinic at Mbujimayi and a full report will be given to the Hunger Committees of Salem and New Hope Presbyteries on July 31. You will hear more about this later.

3. Charles and Marian Cameron will report on their trip to the Afram Plains, Ghana and particularly on our Tease partnership. This includes sharing some of the music from the Ghana church. Following this report is a map of the area showing some of the places they will talk about.

We continue to be thankful for all who participate in the Pennies for Hunger/Two Cents A Meal offerings. If you have not participated, you don't know what you're missing! Get involved by challenging/educating the congregation to the work we do together! Keep those pennies coming in.

PEACEMAKING COMMITTEE
Chris East, Moderator

Your Peacemaking Committee wants you to know that there are still two slots open at the home we have reserved at Montreat during the Peacemaking Conference on August 11-14. The theme this year is "Breaking Down Walls" and includes over 30 workshops on ways that we can break down walls in self, family, community,

church and the world. Jim McGinnis, Director of the Institute for Peace and Justice, will be the Keynote Speaker.

The Salem Peacemaking Committee is working to develop three of our own projects. Recognizing that there are walls between the local church and our General Assembly, we are organizing a bus trip to Louisville to tour the General Assembly office and to interview and learn from several of the Ministry Unit leaders. You will be hearing more about this as we put this package together. Secondly, recognizing the call to be in partnership with the Third World, and understanding that work trips are not feasible for many of our churches, we are looking into a Presbytery-wide work trip to Haiti. There is much organizing to be done. If the doors open, we would move toward such a trip during the summer of '92. Finally we want to offer some leadership in terms of peacemaking and the Middle East. Presently we are working with our General Assembly office as well as the Middle East Council of Churches to set up a "twinning relationship" between congregations in Salem and churches throughout the Middle East. If this works out, Salem congregations which wish to participate will adopt a church in the Middle East. A variety of activities will be encouraged generally revolving around communication and prayer.

As you may know, 25% of the money raised by the Peacemaking Offering in October returns to Presbytery. The monies we receive will be going to projects like the ones mentioned above.

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion led by the Rev. Grant Sharp. The preacher was the Rev. Michael E. Askew, Sr. Donald L. Armitage was the organist.

LUNCH

The Presbytery was recessed for lunch at 12:30 p.m.

AFTERNOON SESSION

At 1:15 the Presbytery divided into three groups to hear Candidates for Ordination Shawn Edwin Barkley, Steven Wakefield Dyer, and Kellie Elizabeth Weekley.

The Moderator reconvened the Presbytery with Prayers of Intercession and Thanksgiving led by Jim Rissmiller.

REPORT OF THE EXAMINATIONS COMMITTEE
Edwin C. Brammer, Moderator

Presbytery proceeded with the examinations of candidates Shawn Edwin Barkley, Steven Wakefield Dyer, and Kellie Elizabeth Weekley. They have passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and have been examined by the Examinations Committee of Presbytery.

RECEPTION OF SHAWN EDWIN BARKLEY

ACTION:

Presbytery approved the committee and floor examination and sermon of Shawn Edwin Barkley.

a. Shawn Edwin Barkley was received and will be ordained by Salem Presbytery so that he may accept the Call of the Crestwood

Presbyterian Church of High Point, NC. Shawn is a graduate of Western Kentucky University in Bowling Green, KY, and Columbia Theological Seminary. He has been under the care of Transylvania Presbytery, and has been a member of the First Presbyterian Church of Richmond, KY. The effective date of this Call is June 16, 1991.

b. His credo which follows, was approved:

I Believe.....
---that there is one living triune God, who is the creator of us all. God revealed Godself to the world through the Torah and the prophets of Israel. Israel named God "Yahweh," and they were God's people. Even though God revealed Godself to Israel, God's power was over the entire world for it was God's creation.
---that God exists in three persons: Father, Son, and Holy Spirit.
---that the Bible is the unique and authoritative revelation of God. It was written by fallible people who were influenced by their culture, yet inspired by God. In this lies its authority as the rule for faith and life today.
---that Jesus Christ was completely a man and completely God. He was crucified on a cross where he bore the sins of humanity and satisfied the judgment of God. He now makes intercession with God on behalf of his people. It is in Christ where God comes to us in a personal way. This is not about philosophical knowledge, but an actual relationship between Christ and his people.
---that the Holy Spirit dwells in God's people and enables us to do God's will on earth.
---that those who believe in Christ are chosen by God for service to the world. We are to bear witness to the love of God, and pray that in Christ all will be saved from being separated from God.
---that Jesus Christ began the work of establishing the Kingdom of God on earth, and he will return to complete that work when God wills.
---that humans are sinful and have no hope of earning God's love, but receive it through the grace of God which was shown in Christ.
---that the Church is the body of Christ on earth. He established the Church and the sacraments of baptism and the Lord's Supper, which are celebrated therein. She worships God, equips people to relate to one another as Christ taught with loving acceptance, and proclaims the Gospel to those who are outside the fellowship of the Church.
---that the Presbyterian form of polity is affirmed in the Scriptures. Also, Reformed theology is faithful to the entire Biblical witness. Our connectional system is a living organism which models the body of Christ, thus recognizing the importance of our fellow Christians.
---that Christians are to work for peace and justice among peoples, and the created world.
(These are my beliefs at this point in my life.)

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Barkley and the Crestwood Presbyterian Church effective June 16, 1991; approved the following Terms of Call; and the call was ordered placed in his hands.

Salary	$17,592.00
Pension/Medical	5,717.00
Automobile Allowance	2,250.00
Continuing Education	500.00
Utilities	Provided
Vacation	4 weeks
Study Leave	2 weeks

d. The following Administrative Commission was approved to ordain and install him as Pastor of Crestwood Presbyterian Church, High Point, NC on July 21, 1991 at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Charles Carter	Preside & Propound Constitutional Questions	Minister
Jerry Houchens	Preach the Sermon	Minister
William R. Young	Charge the Minister	Minister
Phil Gehman	Charge the Congregation	Minister
Rachael Wiles	Lead in Worship	Elder
David Partington	Assist in worship	Minister
Ruth B. Lenger	Lead in Worship	Elder
Dwight Barkley (Transylvania)	Assist in worship	Elder
Roxanne Massfitt (Baltimore)	Assist in worship	Elder

e. Mr. Barkley was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF STEVEN WAKEFIELD DYER

ACTION:

Presbytery approved the committee and floor examination and sermon of Steven Wakefield Dyer.

a. Steven Wakefield Dyer was received, pending dismissial from his present Presbytery, and will be ordained by Salem Presbytery so that he may accept the Call of the Graham Presbyterian Church of Graham to be their Associate Minister. Steve is a graduate of Columbia Biblical College of Columbia, SC and Princeton Theological Seminary. He is presently a Ph.D. Candidate at the University of Virginia. He has been recently working as a student assistant at the First Presbyterian Church of Charlottesville, VA. He has been under the care of the Presbytery of the James, and has been a member of the Meadows Presbyterian Church of Charlottesville, VA. The effective date of this Call is August 1, 1991.

b. His credo which follows, was approved:

God, the creator and sustainer of all, is known through the persons of the Father (or Parent), the Son, and the Holy Spirit. In the economy of God which we see in the Bible, the Father orders, the Son carries out God's will and was the visible expression of God to the world, and the Holy Spirit enables us to know the truth and to put it into practice.

While God is spiritual in nature, that does not preclude emotions that humans understand. The meaning of human creation in the image of God refers to our ability to have a range of emotions and our capacity to choose. What we choose is important, as is the way that we choose. In this, Christians are guided by the love of God, a love for all persons. This love is not the indulgent love of a well-intentioned but ineffectual parent, but the effectual and compelling love of a wise, powerful and able God who has called the Church to be the Bride of Christ.

The Bible, as God's Word, contains sufficient guidance in matters relating to our faith and practice. The Bible is not an "answer book" to scientific questions or the world's problems, but

it does show us the concerns and commitments of God--concerns and commitments which are our own as God's children. The biblical example helps us see the world's need for the Christian message and for repentance in the face of human sin. We are charged, with God's help, to seek and implement God's answers to the problems we encounter.

Sin does exist, being a state of estrangement from God and a deafness to the will of God as made known through Christ, God's Word, and the Holy Spirit. Ignorant sinfulness is the natural condition of humans; rebelliousness in the face of God's love is the choice of many. Salvation is the re-establishment of human communion with God. It is the result of divine initiative, humans being unable to undertake their own salvation. The human portions of salvation are faith in Jesus as the Christ sent from God, repentance for past rebellion, and commitment to follow the leading of God in all things.

Salvation is available to all who seek it, and it is the desire of God that all be saved. The reason for Christ's advent was God's love for humanity, and the fruit of his life, death, and resurrection is our salvation. Jesus assured his disciples that all who are God's children would be saved and that God does not wish that any should perish. That does not necessarily mean that all will ultimately be saved, but that none are without hope.

The church, the Bride of Christ, is made up of all believers in Christ and their children. As God's family, we are called to live a life of self-sacrifice, witnessing together to the power of God in our lives and the potential all persons have to make a difference in the world. This difference goes beyond personal religious experience to include changes in the world in which we live. The Church is literally Christ to the world and must take its responsibilities to itself, to others, and to God most seriously. As Christ fought religious and secular inadequacy, injustice and prejudice with messages of hope and thunderings of condemnation, so must we. In addition to its duty to witness to the world, the Church is a worshipping body. Worship is central to our life as the people of God. In our response to the preached Word of God and the sacraments, we renew our spiritual energies and gain direction from our Source.

In matters of eschatology, the Bible is exceedingly difficult to interpret. The most that may be said with assurance is that the fate of the world is ultimately in the hands of God. Christ and the Church will win in the end. Humans may mar the face of creation, or make it beautiful, but the time and nature of its end are known and decided by God alone.

c. Presbytery approved the establishment of an Associate Pastor relationship between Mr. Dyer and the Graham Presbyterian Church effective August 1, 1991; approved the following terms of call; and the call was ordered placed in his hands.

Salary	$13,741.00
Housing Allowance	10,000.00
Automobile Allowance	2,250.00
Continuing Education	500.00
Pension/Medical	6,650.00
Moving Costs	Total reimbursement
Social Security Equiv.	1,820.00
Vacation	4 weeks
Study leave	2 weeks per year

d. The following Administrative Commission was approved to ordain and install him as Associate Pastor of Graham Presbyterian Church, Graham, NC on August 25, 1991 at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
William Weckerly	Preside & Propound the Constitutional Questions	Minister
William Peters (E. Tennessee)	Preach the Sermon	Minister
Carter Gillespie	Charge the Minister	Minister
Elaine Drye	Charge the Congreg.	Elder
Eugenia Pruitt	Lead in Worship	Elder
Donald Grady (E. Tennessee)	Lead in Worship	Minister
A. H. Patterson,Jr.		Elder

e. Mr. Dyer was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF KELLIE ELIZABETH WEEKLEY

ACTION:

a. Kellie Elizabeth Weekley was received and will be ordained by Salem Presbytery so that she may accept the Call of the Lansing Presbyterian Church (3/4 time) as pastor, and the Mt. Jefferson Presbyterian Church (1/4 time) as Associate Pastor. Kellie is a graduate of Union Theological Seminary in Richmond and Marshall University in Huntington, WV. Most recently she has done intern work in the Government Street Presbyterian Church of Mobile, AL. The effective date of this Call is August 1, 1991.

b. Her credo which follows, was approved:

I believe in the one true God, the creator of all that is. God has all power and might, perfect in all ways, knowing all things, and working in all things to bring about the perfect will of God. God has been active throughout history, calling the people of Israel to faithfulness as God's children. But due to humanity's sinful state, they continually turned away from this calling. Through Jesus Christ, God made a new covenant with the people, which saved, freed, and redeemed us to live in right relationships with others and with God.

I believe in Jesus Christ, who is both fully God and fully human. God's love and grace were so that Jesus was sent into the world, crucified and resurrected. In his death, Christ took upon himself the weight of all our sins, but God triumphed over sin and death through Christ's resurrection. This salvation is not in any way earned by our actions, nor initiated by us. Only through faith in Christ are we saved. Christ entered into the world, and the human situation, to teach us how we are to live. His model of love and service for others emphasizes our call to be servants to one another, to the Glory of God.

I believe in the Holy Spirit, one with the Father and the Son. The Holy Spirit works in our hearts, bringing to us the knowledge of our sin and God's grace. Our faith in God is possible only through the work of the Holy Spirit. It is through the Holy Spirit dwelling among us that we are united in, and to, Christ. The Holy Spirit imparts various gifts to us, to be used for good works and God's Glory, as well as comforting and sustaining us throughout our lives.

I believe the Holy Scriptures are the inspired word of God, to be interpreted through the guidance of the Holy Spirit for our lives today. They are God's gift given to us for guidance, comfort, strength, inspiration, and as a witness to God's amazing power and love. Through the Scriptures, the church finds direction and meaning for its worship, education, pastoral care and outreach.

I believe the sacraments of the church, namely Baptism and the Lord's Supper, are the outward signs of the church to the world along with the preaching of the Word. The sacraments are a sign of God's covenant of grace. The grace exhibited by the sacraments is not through the power of the elements themselves, or the one administering them, but through the power of the Holy Spirit working through the sacrament. Baptism is both an outward sign of joining into the community of faith and a personal joining of the baptized to Christ. The Lord's Supper is a time of remembering Christ's sacrifice of himself, as well as a rededication to the bond with Christ and each other.

I believe God calls the church to be an active witness to the sovereignty of God through proclamation and outreach, and through being a community that exemplifies Christ's love among its people. The church is to be a source of hope amidst a world in despair, both by sharing the word of God with all people and showing God's love through acts of compassion and solidarity towards those in need. We are called to be stewards of God's good creation, caring for our environment and its precious resources, and all the people of the earth. We must do all we do to the glory of God, for it is God who made us and saves us. I believe it is the mission of the church, and individual Christians, to spread this good news to all.

c. Presbytery approved the establishment of a Pastoral relationship between Ms. Weekley and the Lansing Presbytery Church and an Associate Pastor relationship between Ms. Weekley and the Mt. Jefferson Presbyterian Church effective August 1, 1991; approved the following Terms of Call; and the call was ordered placed in her hands.

Salary	$17,591.20
Use of Manse	Provided
Utilities Allowance	2,000.00
Automobile Allowance	2,250.00
Continuing Education	500.00
Pension/Medical	5,717.14
Moving Costs	500.00
Vacation	4 weeks
Study Leave	2 weeks

d. The following Administrative Commission was approved to ordain and install her as Pastor of Lansing Presbyterian Church, Lansing, NC and Associate Pastor of Mt. Jefferson Presbyterian Church, West Jefferson, NC on September 8, 1991 at 4:00 p.m. at the Lansing Presbyterian Church, Lansing, NC.

NAME	RESPONSIBILITY	MINISTER/ELDER
Kermit Dancy	Preside & Propound the Constitutional Questions	Minister
Bob Bondurant (West Virginia)	Preach the Sermon	Minister
Jeanette Paisley	Charge the Minister	Elder
Carter Shelley	Charge the Congreg.	Minister
Jim Frazier	Lead in Worship	Minister
Bill Reppew	Assist in worship	Elder
J. P. Hall (E. Tennessee)	Assist in worship	Minister
Doris Gladney (W. Virginia)		Elder
Sharon Tomblin (W. Virginia)	Assist in worship	Elder
Billie Jo VanNostran (W. Virginia)	Assist in worship	Elder

e. Ms. Weekley was instructed to sign the obligations required of a minister to be enrolled in presbytery.

Presbytery proceeded with the examination of Russell Holmes Ritchel, Jr., Marie P. Reed, and Larry Eugene Summey, who wish to transfer into Salem Presbytery. They have been examined and approved by the Examinations Committee of Presbytery.

RECEPTION OF RUSSELL HOLMES RITCHEL, JR.

ACTION:

Presbytery approved the committee and floor examination of Russell Holmes Ritchel, Jr. in accordance with Book of Order G-11.0402.

a. The Reverend Russell Holmes Ritchel, Jr., was received into Salem Presbytery from Tres Rios Presbytery so that he may accept the Call of the First Presbyterian Church of Winston-Salem. Russ has studied at Illinois Wesleyan University, Kansas University, Southern California College and Princeton Theological Seminary. He has a B.A. from Kansas, and M.Div. from Princeton. Russ has been serving the First Presbyterian Church of Midland, Texas as pastor. The effective date of this Call is August 1, 1991.

b. His credo which follows, was approved:

I believe in God the Father. We experience God as father and creator as His children, in His creation, and in our creatureliness. He revealed himself to His people Israel and we find our story in their story as it is recorded in the scriptures of the Old Testament. Although the masculine gender of parent is predominantly used in the scriptures, they also describe a God in whom we come to understand what it means to be a father, but also a mother. In the God whom we serve, we come to understand in fullness what it means to be a parent.

I believe in His Son, the Lord Jesus Christ. One great mystery of our faith is that God himself incarnated Himself in human flesh; fully God and fully human. He lived among us without sin, was arrested, unfairly tried, and put to death. His death was a payment for our sin, but God vindicated Him by raising Him from the dead. In Jesus' life we see an example in how we ought to live, in His teaching we learn about God and his pre-disposition toward us, in his death for us and His resurrection tell us of the grace God extends toward us. In that grace we can find forgiveness for our sin and a personal relationship with God becomes possible and we receive the promise of life eternal.

I believe in the Holy Spirit through whom we experience God in the present. This Spirit inhabits the lives of those whose faith and trust is in Jesus and is a gift from God to us. The one who places his/her faith in Jesus Christ is placed and bound by this spirit into the church which is the Body of Christ. The church is to be a mission station in the world, proclaiming the good news, working for reconciliation, and loving women and men in the name of Christ.

The Scriptures are unique, reliable, and authoritative witnesses to the work of God in the world. Our study and interpretation of scripture is guided and informed by our confessions. When viewed under the guidance of the Spirit and informed by the history of the church, these scriptures become God's word to us. They are not to be worshiped in themselves, but are the authority for the life of faith.

The reformed tradition is one of a number of systems which seek to understand and give systematic meaning to scriptures and to the

faith. I stand firmly within that tradition for a number of reasons. As a child, I was raised and confirmed in a Presbyterian church. It is a tradition which is founded on the scripture, faith and grace. Through my study I have come to appreciate the consistency and rationality of the reformed understanding of the faith. A faith which is "reformed and always reforming" is the only faith which holds promise for persons in a rapidly changing world. We serve a God who progressively reveals Himself. Only a reforming faith can maintain relevance in a changing world.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Ritchel and the First Presbyterian Church, Winston-Salem effective August 1, 1991; approved the following Terms of Call; and the call was ordered placed in his hands.

Salary	$45,000.00
Housing Allowance	20,000.00
Automobile Allowance	5,000.00
Continuing Education	3,000.00
Pension/Medical	18,193.00
Moving Costs	8,000.00
Social Security Equiv.	4,972.00
Vacation	4 weeks
Study leave	2 weeks

d. The following Administrative Commission was approved to install him as Pastor of First Presbyterian Church, Winston-Salem, NC on September 8, 1991 at 6:30 p.m. at First Presbyterian Church, Winston-Salem, NC.

NAME	RESPONSIBILITY	MINISTER/ELDER
John Handley	Preside & Propound the Constitutional Questions	Minister
David H. Burr	Preach the Sermon	Minister
Steven G. Anderson	Charge the Minister	Elder
Julian Lake	Charge the Congreg.	Minister
Esther Preston	Lead in Worship	Elder

e. Mr. Ritchel was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF MARIE P. REED

ACTION:

Presbytery approved the committee and floor examination of Marie P. Reed in accordance with Book of Order G-11.0402.

a. The Reverend Marie P. Reed was received into Salem Presbytery from Southern New England Presbytery so that she may serve as a Member-at-large. Marie has moved to North Carolina along with her husband who is now working in the Greensboro area. She looks forward to finding a Call within Salem Presbytery. Marie is a graduate of Yale Divinity School with a Masters of Divinity, Temple University with a Masters in Education, and the University of Pennsylvania with a B.A. Since 1988, Marie has served as Associate Pastor in the Noroton United Presbyterian Church of Darien, CT.

b. Her credo which follows, was approved:

I believe in God who is the Creator, Redeemer and Sustainer of the world in which we live. Created in the image of the infinite God, we are free to participate in God's eternal purposes for the history of humankind. God alone is the ultimate authority in human life and the ultimate security in the temptations, crises and tragedies of our common existence. It is relationship to God that gives to our lives eternal value, depth of meaning and clarity of purpose.

Created for relationship with a holy God, men and women throughout all ages have chosen in selfishness and pride to remain alienated from themselves, from God and from one another. Seeking to make our own way, we have ignored our sisters and brothers, creating devastation in the world. Seeking to glorify the works of our own hands, we have denied the everlasting and ever-loving God, and the earth created as our home. We have all served as the means of our own separation from God, which is sin.

The gracious God who made us is a self-revealing God whose mercy is beyond the measure of our minds, and whose eternal purposes encompassed the means of our redemption. The ultimate revelation of God is the man Jesus Christ, the eternal Son of God, who invaded time and space to demonstrate to finite human beings the true nature of the infinite God. Truly God and truly man, in him the nature of God and all the potential of humanity converged. Through the life, death and resurrection of our Redeemer, a full atonement for sin has been made. Victory over sin and death, new life in Christ, and reconciliation to God are offered to all who in faith accept the Lord Jesus Christ as Savior.

The Spirit of God convicts us to acknowledge Christ's Lordship of life, and provides the means of grace by which we become the people of God, the Church. Continually strengthened by God's Spirit within us, we assemble as a community of loving concern to worship God, to sing praises, to offer prayer and to be instructed by the Word of God. Through baptism believers and their children are counted as heirs of the covenant of grace and members of the family of God. At the Lord's Table we remember Jesus' death on the cross and we rejoice in his resurrection with its promise of new life. In the sacraments we are united to Jesus Christ and to one another.

Empowered by the presence of the Holy Spirit, the Church is called to be a reconciling community in the world. We respond by proclaiming the good news of salvation, by ministering to the needs of the poor and the powerless, by involving ourselves in the struggle against oppression and injustice. Whether in our common life together or in our mission in the world, the study of scripture provides an indispensable guide for our daily lives. The Bible as the inspired Word of God is the means whereby the knowledge of God in Christ has been received. The scriptures are the gift of God and we lay hold of them by faith.

We are a pilgrim people, at once a part of the Kingdom of God and yet always in the process of becoming. The Kingdom will yet be fulfilled, will yet reach its completion in that future when our hopes and joys will be realized in the presence of God, our Creator, our Redeemer and our Sustainer.

c. Mrs. Reed was instructed to sign the obligations required of a minister to be enrolled in presbytery.

ACTION:

Presbytery approved the committee and floor examination of Larry Eugene Summey in accordance with Book of Order G-11.0402.

a. The Reverend Larry Summey was received into Salem Presbytery from Coastal Carolina Presbytery so that he may accept the Call of the Franklin Presbyterian Church of Franklin, NC. Larry is a graduate of Union Theological Seminary in Richmond with a D.Min., and Furman University. Recently he has been working on his Th.M.through Duke Divinity School, with an anticipated completion time of April 1992. Larry is presently serving the Sherwood Presbyterian Church of Fayetteville, NC. The effective date of this Call is August 1, 1991.

b. His credo which follows, was approved:

I believe in God the Creator of all things and the Source of all life and being. When I think of God the Creator and all the wonders of creation, as well as the mighty acts of God, I am filled with awe and praise. Human beings were created to be in a right relation with God, but because of sin, we are separated from God.

God, however, is more than Creator. God has been revealed to us as Father. Although God is indeed almighty, God remains the Father of our Lord Jesus Christ and through Christ, the Father of us all. God loves each of us according to everlasting grace and mercy. Even discipline and judgment are governed by God's unending love.

This great love, grace and mercy are most clearly shown to us in Jesus Christ, God Incarnate (Immanuel - God with us!). In Jesus Christ, God became like us, suffered our temptations and freely took the punishment for our sins. Because of Jesus' life, death and resurrection, we are no longer separated from God but are reconciled children of our Heavenly Father, heirs to the covenant of Grace. Because of God's saving act in Christ we are given the blessed gift of eternal life. Through Jesus Christ we are saved.

I believe in the Holy Spirit, the third Person of the trinity. It is through the Holy Spirit that we experience the actual presence of Jesus Christ in our world today and in our lives. The Holy Spirit is indeed the Comforter sent to us by Christ after His Ascension. Through the Holy Spirit, we receive the guidance and wisdom to preach, teach and understand God's Word.

I believe the Scripture is the unique and authoritative witness and revelation of God's saving acts culminating in Jesus Christ, inspired by the Holy Spirit. Because of its absolutely unique witness, the Bible can be called the Word of God, written. Scripture points us always to Jesus Christ and is a guide for the Christian life.

The church is the Body of Christ with Christ always as the Head. As members of the Church, we are totally committed to Christ and his ministry. This means that we are called to love as He loved and to serve each other and the world even as he came to serve. The church is the Community of Faith. Some of the biblical and credal images of the church which are particularly meaningful for me are "family of God," "Household of Faith," and "Communion of the Saints." For me, these metaphors for the church indicate that the church provides a family and a home where we can find true belonging and acceptance. With our sure knowledge that we belong to the family of God, we can share the message to those outside the church that they are accepted by God and belong with us as well.

The key biblical foundation for my faith is Romans 5:8: "But God shows his love for us that while we were yet sinners, Christ died for us." This biblical truth is beautifully illustrated by our

Presbyterian practice of the baptism of children. Before the infant is old enough to do anything good or bad, God already loves the child enough to have sent the Son into the world for him or her. God claims the child by name. The child belongs to the family of faith. In like manner, God loves each of us and calls us by name. It is this message that we as a church can and should proclaim to our world today.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Summey and the Franklin Presbyterian Church effective August 1, 1991; approved the following Terms of Call; and the call was ordered placed in his hands.

Salary	$20,000.00
Housing Allowance	6,000.00
Automobile Allowance	2,600.00
Continuing Education	750.00
Pension/Medical	6,760.00
Moving Costs	2,500.00
Social Security Equiv.	1,530.00
Vacation	4 weeks
Study leave	2 weeks

d. The following Administrative Commission was approved to install him as Pastor of Franklin Presbyterian Church, Franklin, NC on September 15, 1991 at 7:00 p.m. at the Franklin Presbyterian Church, Salisbury, NC.

NAME	RESPONSIBILITY	MINISTER/ELDER
Judson J. Milam	Preside & Propound the Constitutional Questions	Minister
Judson J. Milam	Preach the Sermon	Minister
Chris Zorn	Charge the Minister	Minister
Sylvia Harrell	Read the Scripture	Elder
Ray Penley	Charge the Congreg.	Elder
William Long	Lead in Worship	Minister
J. Beatty Williams, Jr. (St. Augustine)	Prayer	Minister

e. Mr. Summey was instructed to sign the obligations required of a minister to be enrolled in presbytery.

REPORT OF COMMITTEE ON MINISTRY
Judson Milam, Moderator

The Committee On Ministry's work on a manual is still on course. It should be finished by the end of this year. Hopefully it will provide not only a guide to structures and policies, but also practical material and resources for carrying out the functions and programs of the Committee. In other matters two new task forces are being formed, the first is on sexual misconduct and harassment, and the second concerning procedures for dealing with churches seeking to leave the denomination in the future. The Church Visitation Program continues to be in operation. If you have questions about how this relates specifically to your church, please contact Bill Knox. If you have ideas, questions or concerns that may facilitate the work of the Committee On Ministry, please do not hesitate to share them by contacting the Presbytery Office, any member, or the moderator. We offer the following recommendations:

PERMISSION TO LABOR OUTSIDE THE BOUNDS

ACTIONS:

The following ministers were granted permission to labor outside the bounds of Salem Presbytery:

a. The Reverend Robert F. Dean to labor inside the bounds of Coastal Carolina Presbytery for the purpose of serving as part-time interim pastor of the Montpelier Presbyterian Church of Wagram, NC from May 1, 1991 through December 31, 1991.

b. The Reverend Ann Hoch to labor inside the bounds of New Hope Presbytery so that she may continue in her work teaching at Duke Divinity School.

c. The Reverend Brad Long to labor inside the bounds of Western North Carolina Presbytery, for the purpose of continuing his work as Executive Director of Presbyterian & Reformed Renewal Ministries.

d. The Reverend Laura Long to labor inside the bounds of Western North Carolina Presbytery for the purpose of supply preaching to churches in the area.

APPOINTMENT OF MODERATORS

ACTIONS:

The following actions of the Committee on Ministry regarding appointment of Moderators were admitted to the record of Salem Presbytery as its action:

a. The Reverend Frank Collier was appointed Moderator of the Session at the Elmwood Presbyterian Church of Statesville, NC.

b. The Reverend Allen Morrison was appointed Moderator of the Session at the Collinstown and Francisco Presbyterian Churches.

STATED SUPPLY RELATIONSHIPS

ACTIONS:

The following actions of the Committee on Ministry regarding stated supply relationships were admitted to the record of Salem Presbytery as its action:

a. The Reverend Susan Fricks to continue in the position of Stated Supply at the Trinity Presbyterian Church of Elon College for a period of one year from March 16, 1991 through March 16, 1992.

b. The Reverend Jamie Pharr to serve as Stated Supply of the Bethany Presbyterian Church of Statesville, NC for a period of one year beginning June 16, 1991. She will also serve as Moderator of the Session.

c. The Reverend Donald Mimbs to serve as Stated Supply of the Clio Presbyterian Church of Statesville, NC and the New Salem Presbyterian Church of Stony Point, NC; and to moderate the Session of both churches. He will serve for one year beginning June 23, 1991.

d. The Reverend Frank Collier to serve as Stated Supply of the Immanuel Presbyterian Church of China Grove, NC for a period of one year beginning July 1, 1991; and to Moderate the Session.

PERMISSION TO LABOR INSIDE THE BOUNDS

ACTION:

Presbytery approved the following requests to labor inside the bounds of Salem Presbytery:

a. The Reverend Susan Fricks to labor inside the bounds of Salem Presbytery for the purpose of serving as Stated Supply of the Trinity Presbyterian Church of Elon College. Sue is a member of New Hope Presbytery.

b. The Reverend George H. Wright, a resident of Winston-Salem, NC and an honorably retired member of the Pittsburgh Presbytery, to labor inside the bounds of Salem Presbytery for the purpose of supply preaching.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTION:

The following action of the Committee on Ministry was admitted to the record of Salem Presbytery as its action:

a. The Reverend J. Samuel Hobson, Jr., was dismissed from Salem Presbytery to Homestead Presbytery so that he may accept the Call of the Westminster Presbyterian Church of Lincoln, NE as Associate Pastor for Educational Ministries. The effective date is June 15, 1991.

INTERIM SUPPLY RELATIONSHIPS

ACTION:

The following action of the Committee on Ministry regarding interim relationships was admitted to the record of Salem Presbytery as its action:

a. The Reverend John G. Truitt, Jr., to serve as Interim Minister and Moderator of the Session of the St. Paul Presbyterian Church of Greensboro, NC for a period of one year beginning June 24, 1991. Either party may terminate this agreement with a thirty (30) day notice.

1992 MINIMUM SALARY RECOMMENDATIONS

ACTION:

The following Minimum Compensation was approved by Salem Presbytery as its Minimum Salary for 1992.

It has been two years since the Committee on Ministry has recommended a change in the minimum compensation level. This is a change of slightly less than four percent to the overall cost to the church.

Major factors that influenced the Compensation Committee of the Committee on Ministry were: cost of living, financial struggles in the small church, and the limited ability of the Small Church Support Committee to provide additional economic support to the small churches.

1992 Proposed Minimum Salary Figures

Salary if manse provided	**$16,500.00**
Salary + Housing (Housing for IRS is actual amount spent on housing)	**21,450.00**
If manse provided, Utilities provided	**Provided**
Social Security 7.65% of salary + housing	**1,641.00**
Pension + Major Medical 27% for 1992	**6,235.00**
Auto Expense	**2,600.00**
Continuing Education (reimburse for IRS record)	**550.00**
Four weeks vacation	**PROVIDED**
Two weeks study leave	**PROVIDED**
Moving Expenses	**PROVIDED**
Minimum one day off per week	
Two months maternity leave with full pay	
TOTAL	**$32,476.00**

(G14.0507.E) 4% increase

***Add a minimum of $100 per year experience up to 10 years.**

MINIMUM SALARY GUIDELINES FOR DIRECTORS OF CHRISTIAN EDUCATION

ACTION:

The following minimum compensation was approved as the Minimum Salary Guidelines for Directors of Christian Education.

The Committee was influenced by the level of increase being suggested for ministers and cost of living.

SALARY

1991 = $19,500	**1992 = $20,085 (3%)**
Base Salary = $15,000	**Base Salary = $15,450**
Housing = $ 4,500	**Housing = $ 4,635**

SOCIAL SECURITY

1991 = $1,491.75	1992 = $1,536.50
Base = 7.65%	Base = 7.65%

PENSION

1991 = $4,875	1992 = $5,837.80
Base = 25% of salary	Base = 27% of salary

AUTO EXPENSE

1991 = $1,500	1992 = $1,733.33
Base = 2/3 the estimate for clergy (Paid by reimbursement)	

CONTINUING EDUCATION

1991 = $500	1992 = $500
TOTAL 1991	TOTAL 1992
$27,866.75	$29,692.63
Vacation Time:	4 weeks
Study Leave:	2 weeks

The Committee suggests that all Christian Educators be paid at least the minimum salary figures above, AND $100 be added for each year of experience, AFTER CERTIFICATION, up to ten years.

HONORABLE RETIREMENT

ACTIONS:

a. The Presbytery approved the request of the Reverend Donald Mimbs to be Honorably Retired as of August 6, 1991; and a service of retirement will be planned for Don at the October meeting of Presbytery.

b. The Presbytery approved the request of the Reverend James Stimson Hawkins to be Honorably Retired as of July 13, 1991; and a service of retirement will be planned for "Stimp" at the October meeting of Presbytery.

COMMITTEE ON PREPARATION FOR MINISTRY
Z. N. Holler, Moderator

The Committee On Preparation for Ministry met on June 1, 1991 for the annual consultation with Inquirers and Candidates of Salem Presbytery. The Committee met again on June 18, 1991 for its regular meeting. At the latter, we approved Dale Davidson for candidacy.

ACTION:

Having completed the necessary period of inquiry under the guidance and in covenant relationship with the Committee On Preparation For Ministry, Dale Davidson was examined and received as a candidate for the ministry of Word and Sacrament under the care of Salem Presbytery.

REPORTS OF SYNOD COMMISSIONERS

John Milholland reported on the actions of the Synod meeting in Richmond, Virginia, June 27-29, 1991.

REPORT OF GENERAL ASSEMBLY COMMISSIONERS

As commissioners from Salem Presbytery to the 203rd General Assebmly we find the experience very difficult to put into words. Probably all Assemblies take on their own unique character, nonetheless the eight days in Baltimore were extraordinary. We went through great emotional highs and lows as events led up to Monday morning the 10th when we acted on the Human Sexuality Committee report, and on through the week as we concluded our business. There were plentiful times of excitement, exhileration, and renewal as well as moments of depression, sorrow, and pain. We are not sure we would want to walk through the experience again, on the other hand we feel blessed to have served the church as commissioners to the 203rd.

What sticks with us is the enormous swing from powerful moments of grace as we felt touched by God and so excited to be in Baltimore to other moments when we felt stressed out beyond our limits and only wanting to get home soon. Grace-filled moments came to us as we adopted the Brief Statement of Faith, as we observed North and South Koreans embrace, as we commissioned new partners in mission and celebrated the homecoming and retirement of missionary servants, as we rejoiced in the commitment to new church development, and as we closed celebrating the Lord's Supper. The stressful times revolved around our diversity that was always with us as we tabernacled around the inner harbor of Baltimore.

As commissioners who make their home in North Carolina, it was only natural for us to feel a kinship to Price Gwynn. In the brief hours that we enjoyed his leadership we came to see how much we were going to be losing by turning the Moderator's gavel over to another. The power of his leadership was especially felt in this farewell address. Here he spoke powerfully of his conviction that the future of the Presbyterian Church does not rest in our ability to find consensus or even to agree on key issues, rather our future depends on our learning to respect and love one another in the midst of our diversity. Our experience at General Assembly confirmed that we are indeed a diverse church and that being inclusive and loving will continue to be our greatest challenge. With Mr. Gwynn we are convinced that it will only be our faith in Jesus Christ that can bind us together as we continue to work with hard questions.

One of the blessings of General Assembly is the formation of new relationships even while old friendships are touched. We especially enjoyed the times of fellowship and warm communion between fellow Salem Commissioners. While these new relationships were being formed we would find new stacks of paper at our seat to read and digest. It has become common to laugh at all the paperwork that is thrown at the commissioners. However, often it really did not feel comical, but quite impersonal. There were many who felt that General Assembly was trying too hard to do too much. There was more on our plate than we could digest. We wondered if all this busyness was the reason why there was much "pickyness" on the floor over relatively minor issues. In the midst of that busyness we were fortunate to remember that General Assembly is not really about business, but about people seeking ways to believe toghether. Ultimately it will be the people that we will remember.

We found working on the headline issue of the Human Sexuality paper to be both encouraging and sorrowful. We were pleased that one of our own Salem Commissioners had a leadership on this committee. Throughout the Assembly there was a feeling that this committee did an extraordinary job working in such an explosive atmosphere. That this committee approached their task in a fair and sensitive manner was obvious. That this committee struggled at a very deep and painful level was equally obvious. There was no surprise when their report was adopted with very little amendment. At the same time our action on the Human Sexuality paper led us into deep discussions in which there was profound disagreement. Despite our common faith, it was very hard for brothers and sisters in Christ to take opposing sides on an important issue that is before the Church. Following the adoption of the committee's report, there was a silent protest which confirmed the measure of pain which persists on this subject as well as the truth spoken in the adopted pastoral letter "this issue is not going to go away." (See Appendix E.) We encourage our presbytery and congregations to take the lead in continuing the dialogue and study.

ACTION:

The Eleventh Stated Meeting of Salem Presbytery directed Presbytery's Council to formulate a plan which will be in concert with the action taken by the 203rd General Assembly to begin our own study of Human Sexuality. The details of conducting this study will be worked out by Council and will be reported to the Twelth Stated Meeting of Salem Presbytery.

REPORT OF THE STATED CLERK

Reflections

"It feels good to be finished!" is a statement often heard. Sometimes it is both bitter and sweet to have something completed. Endings have an element of sadness. We are finally finished with the judicial process in the matter of the Presbyterian Church (U.S.A.) V. Kathleen Murdock and Michael Woodard. The Article 13 process has now expired with two churches staying and one going out. The two who remain with us both had sizable groups who voted to leave us.

The "good to be finished" phrase in these matters carries the pain and hard feelings over the agonies caused by "taking sides" and becoming adversaries. Yet our Lord stated clearly that in seeking to be faithful, family ties and friendships would be broken. We have lost three ministers and one church and a number of members. "Winning", obviously, is not the point!

Let us pray that in our efforts to be a faithful part of Christ's Body, we have learned something of the humility of doing the best we knew to do and still finding no victory in winning! Rather, I pray that we have strengthened our dependence on God's rule and guidance!

May God's name be praised and in God's sometimes paradoxical providence, may the Church be strengthened. May Kathleen and Mike and Sarah go their way in peace. May Alex Coblentz find new guidance in handling the inevitable tension between one's personal faithful responses to God and a minister's faithfulness to the Church (which includes, at least, loyalty to a church and a denomination) in seeking to participate in the creation of the Kingdom of God.

May the folk at Old Town and Thyatira Churches who wanted to go and those at Back Creek who wanted to stay, let the past fade and focus on future faithfulness seeking to discern God's leading in strengthening their church connections. May God use the future witness of all three churches toward the longed-for day when the creation will join the church in ceasing its groaning over brokenness and separation to rejoice in the company of bowing knees and hearts confessing that "Jesus is Lord!"

Commissioners Attending General Assembly Meeting

Salem Presbytery's Commissioners faithfully discharged their responsibilities in fully participating in the business and events surrounding the 203rd General Assembly meeting in Baltimore, Maryland, in June. They were:

Ministers:

Chris East, Buffalo Church
Rob Evans, North Wilkesboro Church
Bob Lewis, Salisbury, First Church
Lisa Mullen, High Point, First Church

Elders:

Addison Hill, Fellowship Church
LaDonna McCarther, Edward Webb Memorial Church
Betty Peraldo, Guilford Park Church
Murray White, High Point, First Church

Youth Advisory Delegate:

Susan Carpenter, Starmount Church

Murray White served as Moderator of the Budget and Finance Committee and LaDonna McCarther as Recorder of the Human Sexuality Committee.

Commissioners Attending the Synod of the Mid-Atlantic Meeting:

Salem Presbytery's Commissioners faithfully discharged their responsibilities in fully participating in the Annual Meeting of the Synod of the Mid-Atlantic in Richmond, Virginia, in June.

Ministers:

Malcolm Bullock, Salisbury, First Church
Linda Blessing, Flat Rock Church
Bob Bryant, Cross Roads Church
Danny Sharpe, Greenwood Church
Ed Lewis, Mooresville, First Church
Ivan Lowery, Cameron/Mocksville, Second/Mt. Vernon Churches
Dennis Sebesan, Jamestown Church
Stan Voth, Winston-Salem, First Church
Joanne Hull, Guilford Park Church
John Milholland, Old Providence/Fifth Creek Churches
George Hunter, Trinity (Salisbury) Church
Hewon Han, Presbytery Staff

Elders:

Walter Bean, Jamestown Church
Marjorie Swann, Concord Church
Inez Webster, Bethany (Graham) Church
Beverly Berrouet, Dellabrook Church
Rosa Yourse, St. James Church
Dr. Jung Kim, Korean First Church
Johnny Hoover, Forest Park Church
Muriel Ward, Alamance Church
Shirley Gunn, Clemmons Church
Tom Cornatzer, Bixby Church
Melissa Smith, Reid Memorial Church
"Pete" Peterson, Starmount Church

Youth Advisory Delegates:

Sara Terry, Clemmons Church
Jennifer Sherrill, Mocksville, First Church

Churches Seeking Exception to Property Provisions In Accordance With G-8.0701

The following churches have notified the Presbytery through its Stated Clerk of their action to claim the exception on church property which is allowed under the provisions of the Form of Government, G-8.0701. These congregations have acted in regular manner in accordance with the provisions of the constitution and have notified the Presbytery of their actions, as required. No action is required by the Presbytery in this matter. Following are the names of the congregations from which the Presbytery has received notification since its last Stated Meeting.

CHURCH	DATE OF CONGREGATION'S ACTION
St. Paul, Greensboro	April 28, 1991
Graham, Graham	May 19, 1991

Opportunity for opting for this exception has now past.

General Assembly Responses to Salem Overtures

The 203rd General Assembly adopted our Overture amending G-9.0105 of the Book of Order to include a definition of the term "racial ethnic". The Advisory Committee on the Constitution will report to the 204th General Assembly appropriate wording to be recommended for this change in the Constitution of the Presbyterian Church (U.S.A.).

The Assembly answered our Overture concerning human sexuality as indicated by the attached "Pastoral Letter" (Appendix E, p. 171.)

Special Committees for Thyatira and Back Creek Churches Work Completed

The reports of the two Special Committees to represent Salem Presbytery in the Article 13 process, with their recommendations, are numbered 15.1 and 15.2 (buff colored paper). The provisions of that Article have now expired.

REVIEW OF SESSIONAL RECORDS FOR 1990 WILL BE COMPLETED AT THE OCTOBER MEETING. CLERKS WILL RECEIVE FURTHER INSTRUCTIONS WITHIN THE NEXT MONTH.

ACTION:

Salem Presbytery requested its Council to explore and implement a regional review process for 1990 Sessional Records on a trial basis to be evaluated and considered at the February 1, 1992, meeting of Presbytery for possible adoption.

Upcoming Meetings of Salem Presbytery

October 1, 1991, Trinity Presbyterian Church of Salisbury
February 1, 1992, Seeking a host church....maybe yours?
April 28, 1992, Seeking a host church....maybe yours?

BACK CREEK SPECIAL COMMITTEE REPORT
Don Hart, Chairman

Martha West made the report for the Committee.

On October 8, 1990, a committee was appointed by Presbytery composed of Mr. Tom Harrell, Rev. Bob Lewis, Mr. W. R. Perrell, Mr. Charles Newsome, Dr. Martha West, and Mr. Don Hart, Convener, to work with Back Creek Church as it followed the process outlined in Article 13 of the "Articles of Agreement" in the Book of Order.

The Special Committee offered prayer, work, and effort to keep Back Creek in our denomination. We produced four issues statements in response to the congregation's questions. We met with the session twice, with their congregational gatherings on four occasions, and led three such gatherings ourselves. We were represented at the two congregational meetings required by the Article 13 process. The Back Creek congregation voted on May 19, 1991, to be dismissed to the Presbyterian Church of America by a vote of 119 to 25.

Our Committee believes the vote was directly related to the leadership provided by the Rev. Alex Coblentz, pastor of the Back Creek Church. Not only did Mr. Coblentz fail to provide leadership on behalf of the Presbyterian Church (U.S.A.), he encouraged the congregation to seek dismissal from the Presbyterian Church (U.S.A.) under the provisions of Article 13. Our Committee was disappointed in his failure to exercise the complete trust the Presbyterian Church (U.S.A.) placed in him by virtue of his ordination as a minister and his installation as pastor of the Back Creek Church. We believe that to the extent he failed to uphold that trust, he was not faithful to his ordination vows.

ACTIONS:

1. The Back Creek Presbyterian Church was dismissed, with deep sadness, to the Presbyterian Church in America effective July 13, 1991.

2. The Rev. J. Alexander Coblentz was dismissed from Salem Presbytery to Central Carolina Presbytery, Presbyterian Church in America effective July 13, 1991. The Presbytery believes the vote was directly related to the leadership provided by the Rev. Alex Coblentz, pastor of the Back Creek Church. Not only did Mr. Coblentz fail to provide leadership on behalf of the Presbyterian Church (U.S.A.), he encouraged the congregation to seek dismissal from the Presbyterian Church (U.S.A.) under the provisions of Article 13. Our Committee was disappointed in his failure to exercise the complete trust the Presbyterian Church (U.S.A.) placed in him by virtue of his ordination as a minister and his installation as pastor of the Back Creek Church. We believe that to the extent he failed to uphold that trust, he was not faithful to his ordination vows.

3. The Special Committee was dissolved.

THYATIRA SPECIAL COMMITTEE REPORT
S. Edwin Lewis, Chairman

After the Thyatira Presbyterian Church, Salisbury, NC, announced its intent to pursue Article 13, the Moderator of Presbytery appointed a Special Committee to work with the Thyatira Church in accordance with the approved guidelines of Salem Presbytery. While the Committee was appointed in early September, 1990, that action was reported to the October 2, 1990, meeting of Salem Presbytery through the Stated Clerk's report. Members of the Special Committee were Haywood Cope, Leland Richardson, Sam Sloop, Linda Thurston, and Ed Lewis, Chair.

The Special Committee worked with the session and the congregation, providing guidance and representing the concerns of the Presbyterian Church (U.S.A.). Thyatira Church followed the procedure specified in Article 13 and in Salem Presbytery's guidelines. On June 2, 1991, the Thyatira Church held a congregational meeting to vote on the question posed by Article 13, with the following results: Request dismissal to another Reformed body, 70; Do not request dismissal, 133.

While Presbytery's Special Committee is pleased that the Thyatira Church voted to remain a part of the Presbyterian Church (U.S.A.) family, we are saddened that 70 persons in the congregation feel that it would be in the best interest of the congregation to seek another denominational affiliation. We express appreciation for the support on behalf of the Presbyterian Church (U.S.A.) that pastor Malcolm M. Bullock provided the congregation and our committee prior to his departure as pastor on December 31, 1990. Also, we are grateful for the leadership that has been provided by interim pastor John A. Wilkerson, Jr. since the first of this year. Your committee believes that he and the Thyatira Church session will be able to provide the needed leadership to facilitate reconciliation, spiritual growth, and a strong outreach ministry.

ACTION:

Salem Presbytery dissolved the Special Committee to work with the Thyatira Church.

REPORT OF THE NOMINATING COMMITTEE
Malcolm Bullock, Moderator

Committee Service Preference Form

Sessions were asked to secure completed Committee Service Preference Forms from their members and return them for use by the Committee in filling open slots in the structure.

ACTION:

After opportunity for nominations from the floor, Presbytery approved the following persons to fill vacancies:

Permanent Judicial Commission

John Chambers (Cameron Church) Class of '96

Church Development Division

Gladys Bailey, Moderator (Edward Webb Memorial Church)
(to complete the term of Herb Nelson, resigned) Class of '91

Self Development of People

(This Committee is presently elected on an annual basis.)
Currently serving to be reelected for 1992:

Mrs. Elaine Handley, Moderator (Highland Church)
Rev. Michael Askew (Reid Memorial Church)
Rev. David Daniel (Bixby Church)
Mrs. Thelma Johnson (Dellabrook Church)
Rev. Dusty Fiedler (Clemmons Church)
Ms. Rhonda Johnson (Grace Church)
Dr. Moon Won Suh (Korean First Church)
Mr. Frank Thomas (Grace Church)

New member:
Rev. Kellie Weekley (Lansing & Mt. Jefferson Churches)
for remainder of '91 and '92

Peacemaking

Rebecca Carter (Flat Rock Church) Class of '91

Higher Education

Caroline Wright (Highland Church) Class of '93 to replace Greta Connor, resigned

Hunger Committee

Rev. Linda Blessing (Flat Rock Church) Class of '93

Ministry Committee

Rev. Jim Rissmiller (Community in Christ) Class of '93

Personnel Committee

Mort Rochelle (Salisbury, First Church) Class of '92 to replace Jewelene Parker, resigned

Evangelism

Robert Howard (Statesville, First Church) Class of '91

Spiritual Formation and Enrichment

Rev. Frank Dew (New Creation Community Church) Class of '92

Stewardship Education

Rev. James Dickens (Logan Church) Class of '93

Remaining Vacancies - The Committee Moderator noted the immediate need for suggestions of names to fill remaining vacancies in the various Presbytery Committees. Ministers and Sessions were asked for help.

STANDING COMMITTEE REPORTS

RESOLUTIONS COMMITTEE

Marvin Norman presented the following report which was adopted by the Presbytery.

ACTION:

Presbytery approved the following resolution and included it as a part of the Minutes of this Eleventh Stated Meeting of Salem Presbytery.

RESOLUTION OF THANKS

Whereas, we give thanks to Rev. Grant Sharp and First Presbyterian Church of Statesville, North Carolina, for their gracious hospitality, for the delicious meal, and for their efficient organization that led to the conduct of the business of Salem Presbytery in a memorable way.

And whereas, we were blessed in worship in hearing the Word, preached by Rev. Michael E. Askew, Sr., and by the candidates for the Ministry of the Word and Sacrament, and shared the examination of those who transferred to Salem Presbytery.

And whereas, our spirits were rejuvinated as we broke bread together and shared the common cup,

And whereas, the talents of our Moderator Ivan Lowery enabled our meeting to move along in an expedient and efficient manner,

And whereas, our Commissioners to the General Assembly and Synod gave us an interesting and helpful overview of their work and experience,

Therefore, be it resolved that the members of Salem Presbytery on the 13th day of July, 1991, do hereby give God the praise for His many blessings to us this day and for His providential care of us all.

Respectfully submitted,

Marvin Norman
Lucy Rankin

ADJOURNMENT AND BENEDICTION

There being no further business, the Eleventh Stated Meeting of Salem Presbytery was adjourned at 3:46 with prayer by Moderator Ivan Lowery.

Attested:

John M. Handley

John M. Handley
Stated Clerk

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
July 13, 1991

A. Supporting information on incoming ministers/candidates

1. Shawn Edwin Barkley

   a. Terms of Pastoral Call of the Crestwood Church
   b. Letter regarding his dismissal from Transylvania Presbytery
   c. Ordination/Installation Commission request

2. Steven Wakefield Dyer

   a. Letter from Presbytery of James regarding the return of his call forms after August 27 meeting
   b. Letter regarding his dismissal from the Presbytery of the James
   c. Ordination/Installation Commission request

3. Marie P. Reed

   a. Letter regarding her dismissal from Southern New England Presbytery

4. Russell H. Ritchel, Jr.

   a. Terms of Pastoral Call of the Winston-Salem First Church
   b. Dismissal from Tres Rios Presbytery
   c. Installation Commission request

5. Larry Eugene Summey

   a. Terms of Pastoral Call of the Franklin Church
   b. Dismissal from Coastal Carolina Presbytery
   c. Installation Commission request

6. Kellie Elizabeth Weekley

   a. Telephone conversation with Stated Clerk regarding dismissal from West Virginia Presbytery
   b. Ordination/Installation Commission request

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions:

1. Charles W. Clubb as Pastor at Madison Church 5/19/91
2. Molly Dotson Morgan ordained to serve as Interim Associate at Brownson Memorial Church (Coastal Carolina Presbytery) 5/19/91

Reference: Information

C. Action claiming Exception to G-8.0701 by the following churches:

1. St. Paul Church (Greensboro) 4/28/91
2. Graham Church (Graham) 5/19/91

Reference: Stated Clerk's Report

D. Note of thanks from the Rev. Mr. F. Marion Dick

Reference: Information

E. General Assembly Permanent Judicial Commission announcing ruling in the matter of Presbyterian Church (U.S.A.) V. Murdock and Woodard

Reference: Stated Clerk's Report

F. Request from the Westminster, Brentwood, Milton and Red House Churches for permission to sell property.

Reference: Council Report

G. Request from Allen Temple Church to buy property.

Reference: Council Report

H. Requests for Honorable Retirement from the Rev. Mr. Stimp Hawkins and the Rev. Mr. Don Mimbs.

Reference: Committee on Ministry

I. General Assembly concerning actions regarding Salem overtures

Reference: Stated Clerk's Report

J. General Assembly Emergency Relief Alert (see enclosure)

Reference: Information

K. Special Committee to work with Thyatira Church concerning the Article 13 process

Reference: Special Committee Report

L. Synod concerning approval, with exception, of 1990 Salem Presbytery Minutes

Reference: Information

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF CHARLES W. CLUBB AS PASTOR OF THE MADISON PRESBYTERIAN CHURCH, MADISON

The Commission appointed by Salem Presbytery to Install Charles W. Clubb as Pastor of the Madison Presbyterian Church, met at the church May 19, 1991, at 6:15 p.m. The meeting was called to order by Grant Sharp. The prayer was offered by Grant Sharp. The following members were present: Ministers Paul Woodall, Stewart Ellis, Grant Sharp, John Handley, Robert Button; Elders Vera Wilson, Barry Joyce and Terry Harris. Grant Sharp was elected Moderator and John Handley, Clerk of the Commission. After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. John Handley preached the sermon using as his text Philippians 3:2-16 and his topic, "What Really Matters". Grant Sharp propounded the constitutional questions to both the minister and the congregation. Vera Wilson offered the prayer of installation. Charles W. Clubb was declared duly installed as Pastor of the Madison Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Paul Woodall charged the Pastor, and Robert Button charged the congregation. Charles Clubb, the newly installed pastor, pronounced the benediction.

Following the service the Commission reconvened, read the minutes, and closed its meeting with prayer by John Handley.

ORDINATION OF MOLLY DOTSON MORGAN AT FIRST PRESBYTERIAN CHURCH, REIDSVILLE

The Commission appointed by Salem Presbytery to Ordain Molly Dotson Morgan, met at the First Presbyterian Church, Reidsville, May 19, 1991, at 3:30 p.m. The meeting was called to order by John Handley. The prayer was offered by John Handley. The following members were present: Ministers Edwin C. Brammer, John Handley, Z. N. Holler, Carter Shelley, Phyllis Kort; Elders Edith Wilson, Sam Lindsay, Lynn Vaughn, Russell Walker, and Dale Davidson. John Handley was elected Moderator and Edwin C. Brammer, Clerk of the Commission. Guest Ministers B. E. Dotson and Hal Hyde of Coastal Carolina Presbytery and Guest Elder Roger Brocker of Brownson Memorial Church of Coastal Carolina Presbytery were welcomed and invited to sit with the Commission. After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Carter Shelley preached the sermon using as her text Isaiah 6:1-11 and her topic "A Tough Time To Be A Minister". John Handley propounded the constitutional questions to the minister. John Handley offered the prayer of ordination. Molly Dotson Morgan was declared duly ordained according to the Constitution of the Presbyterian Church (U.S.A.). Z. N. Holler charged the Pastor, and Phyllis Kort charged the congregation. Molly Dotson Morgan, newly ordained minister, pronounced the benediction.

Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Edwin C. Brammer.

1992
PROPOSED OPERATING BUDGET

INCOME:	1991 Budget	1992 Proposed	1992 Requested Budget
Benevolence Giving	$2,000,000.00	$2,032,000.00	$2,032,000.00
Additional Benevolence Giving		$.00	$91,593.31
Presbyterian Hunger Program	$12,000.00	$10,000.00	$10,000.00
Program Receipts	$11,250.00	$14,000.00	$14,000.00
Hsinchu	$1,200.00	$1,200.00	$1,200.00
TOTAL REVENUE	$2,024,450.00	$2,057,200.00	$2,148,793.31
EXPENSES:			
ADMINISTRATION COSTS			
Executive Presbytery/S. C.			
Salary	$36,888.50	$37,810.71	$37,810.71
Housing	$13,000.00	$13,000.00	$13,000.00
Pension	$13,963.29	$14,768.39	$14,768.39
Social Security	$3,816.47	$3,887.02	$3,887.02
Dental Ins.	$394.72	$413.08	$413.08
Continuing Education	$1,200.00	$1,200.00	$1,200.00
Travel	$2,500.00	$4,000.00	$5,200.00
Total	$71,762.98	$75,079.20	$76,279.20
Associate Finance			
Salary	$40,015.50	$41,015.89	$41,015.89
Pension	$10,404.03	$11,074.29	$11,074.29
Social Security	$3,061.19	$3,137.72	$3,137.72
Dental Ins.	$197.36	$206.48	$206.48
Continuing Education	$1,000.00	$1,000.00	$1,000.00
Travel	$1,000.00	$2,500.00	$4,500.00
Total	$55,678.08	$58,934.38	$60,934.38
Associate Care and Leadership			
Salary	$26,431.63	$27,092.42	$27,092.42
Housing	$13,000.00	$13,000.00	$13,000.00
Pension	$11,036.52	$11,653.06	$11,653.06
Social Security	$3,016.52	$3,067.07	$3,067.07
Dental Ins.	$197.36	$206.48	$206.48
Continuing Education	$1,000.00	$1,000.00	$1,000.00
Travel	$3,000.00	$4,000.00	$4,500.00
Total	$57,682.03	$60,019.03	$60,519.03
Associate for Congregational Life			
Salary	$26,237.75	$26,893.69	$26,893.69
Housing	$13,000.00	$13,000.00	$13,000.00
Pension	$10,982.25	$11,595.30	$11,595.30
Social Security	$3,001.69	$3,051.87	$3,051.87
Dental Ins.	$695.56	$728.92	$728.92
Continuing Education	$1,000.00	$1,000.00	$1,000.00
Travel	$2,500.00	$3,500.00	$4,500.00
Total	$57,417.25	$59,769.78	$60,769.78

	1991 Budget	1992 Proposed	1992 Requested Budget
Hunger Action Enabler			
Salary	$11,308.13	$11,590.83	$11,590.83
Housing	$7,400.00	$7,400.00	$7,400.00
Pension	$5,236.22	$5,519.78	$5,519.78
Social Security	$1,431.17	$1,452.80	$1,452.80
Dental Ins.	$197.36	$206.48	$206.48
Continuing Education	$500.00	$500.00	$500.00
Travel	$1,250.00	$1,250.00	$1,250.00
Total	$27,322.88	$27,919.89	$27,919.89
Sub Total Program Staff	$269,863.22	$281,722.29	$286,422.29
Non Exempt Staff Salaries/Benefits			
Salaries	$101,688.04	$104,230.25	$104,230.25
Overtime	$1,000.00	$1,000.00	$1,000.00
Pension	$26,438.89	$28,142.16	$28,142.16
Social Security	$7,779.13	$7,973.61	$7,973.61
Travel	$800.00	$800.00	$800.00
Continuing Education	$500.00	$500.00	$500.00
Pritchett (Orange Presby Retirement Su	$8,740.00	$8,740.00	$8,740.00
Sub Total Non-exempt staff	$146,946.06	$151,386.02	$151,386.02
TOTAL STAFF COMPENSATION	$416,809.28	$433,108.31	$437,808.31
OFFICE COSTS			
Rent/Utilities	$24,000.00	$24,000.00	$24,000.00
Telephone	$11,000.00	$11,000.00	$11,000.00
Custodial	$2,100.00	$2,100.00	$2,100.00
Service/Maintenance	$15,000.00	$18,000.00	$18,000.00
Office Supplies	$5,000.00	$5,000.00	$5,000.00
Postage	$5,000.00	$4,750.00	$4,750.00
Equipment Maintenance	$3,000.00	$3,000.00	$3,000.00
Equipment Purchase	$5,000.00	$4,000.00	$5,000.00
Audit/Legal	$7,650.00	$7,650.00	$7,650.00
Insurance	$5,000.00	$5,000.00	$5,000.00
Miscellaneous	$1,200.00	$1,200.00	$1,200.00
Sub Total	$83,950.00	$85,700.00	$86,700.00
TOTAL ADMINISTRATION COSTS	$500,759.28	$518,808.31	$524,508.31

	1991 Budget	1992 Proposed	1992 Requested Budget
GOVERNING BODY FUNCTIONS			
Council Costs	$5,399.72	$8,812.50	$9,850.00
Black Caucus	$2,750.00	$1,481.25	$2,500.00
Goals & Evaluations	$1,600.00	$800.00	$1,600.00
Nominating Committee	$1,000.00	$731.25	$1,000.00
Permanent Judicial Commission	$7,000.00	$3,618.75	$4,000.00
Representation Committee	$100.00	$66.25	$100.00
Stated Clerk/Presbytery	$15,800.00	$12,712.50	$13,100.00
Miscellaneous	$1,929.00	$.00	$.00
Women of Color	$1,800.00	$1,263.75	$1,500.00
Self Development Committee	$.00	$.00	$.00
Bi-Centennial Committee	$2,000.00	$2,000.00	$2,000.00
		$-1,445.22	
TOTAL GOVERNING BODY FUNCTIONS	$39,378.72	$30,041.03	$35,650.00
ADMINISTRATIVE SERVICES DIVISION			
Division Costs	$275.00	$228.13	$275.00
Communication Committee	$9,500.00	$12,350.00	$14,500.00
Budget/Finance Committee	$1,500.00	$1,012.50	$1,500.00
Personnel Committee	$1,600.00	$1,359.38	$1,600.00
		$-686.20	
TOTAL ADMINISTRATIVE SERVICE DIV	$12,875.00	$14,263.81	$17,875.00
CHURCH DEVELOPMENT DIVISION			
Division Costs	$5,100.00	$5,350.00	$6,100.00
Church Development Committee	$24,000.00	$80,000.00	$90,000.00
Evangelism Committee	$5,000.00	$3,685.00	$5,300.00
Small Church Committee	$133,875.00	$139,630.00	$144,880.00
		$-10,495.72	
TOTAL CHURCH DEVELOPMENT DIV.	$167,975.00	$218,169.28	$246,280.00
CHURCH IN THE WORLD DIVISION			
Division Costs	$200.00	$2,225.00	$4,300.00
Urban Ministry Grants	$32,500.00	$31,740.00	$31,740.00
Hunger Committee	$1,800.00	$1,400.00	$2,000.00
Peacemaking Committee	$2,500.00	$3,017.50	$3,280.00
Social Justice Committee	$4,610.00	$3,800.00	$4,100.00
Criminal Justice Committee	$11,240.00	$11,646.25	$11,740.00
Women's Ministry Committee	$2,200.00	$2,137.50	$2,250.00
Racial Ethnic Committee	$500.00	$350.00	$500.00
Higher Education Committee	$23,500.00	$23,368.75	$23,500.00
International Missions Committee	$8,250.00	$6,525.00	$7,500.00
Ecumenical Missions Committee	$1,000.00	$993.75	$1,125.00
		$-4,002.65	
TOTAL CHURCH/WORLD DIVISION	$88,300.00	$83,201.10	$92,035.00

	1991 Budget	1992 Proposed	1992 Requested Budget
MMITTEE ON MINISTRY			
Examinations Committee	$1,700.00	$1,512.50	$1,700.00
Committee Expenses	$6,300.00	$4,537.50	$6,900.00
Calls & Vacancies Committee	$3,450.00	$4,325.00	$5,500.00
Conciliation Committee	$3,800.00	$3,275.00	$3,600.00
Visitation Committee	$3,400.00	$3,075.00	$3,900.00
Preparation for Ministry Committee	$22,050.00	$20,525.00	$21,050.00
Professional Development Committee	$2,125.00	$2,325.00	$2,400.00
Professional Support Committee	$6,550.00	$6,894.00	$7,400.00
Compensation/Retirement Committee	$1,000.00	$2,925.00	$3,000.00
		$-2,267.17	
TOTAL COMMITTEE ON MINISTRY	$50,375.00	$47,126.58	$55,450.00
CONGREGATION LIFE DIVISION			
Division Costs	$500.00	$406.25	$500.00
Pathways Committee	$1,000.00	$775.00	$1,000.00
Pathways to Leadership	$11,050.00	$11,050.00	$11,050.00
Educational Ministry Committee	$4,650.00	$4,462.50	$4,650.00
Stewardship Education Committee	$2,000.00	$1,387.50	$1,500.00
Worship and Music Committee	$1,000.00	$915.63	$1,000.00
Resource Centers Committee	$5,925.00	$5,253.13	$5,450.00
Youth Ministry Committee	$7,000.00	$13,325.00	$13,550.00
Children's Ministry Committee	$2,400.00	$2,412.50	$2,600.00
ngles Committee	$2,000.00	$2,125.00	$2,350.00
dult Ministry Committee	$2,750.00	$2,450.00	$2,750.00
Presbyterian Men Committee	$3,000.00	$2,462.50	$2,800.00
Spiritual Formation and Enrichment	$2,000.00	$1,617.50	$2,000.00
		$-2,232.69	
TOTAL CONGREGATION LIFE DIV.	$45,275.00	$46,409.82	$51,200.00
OUTDOOR MINISTRIES			
Outdoor Ministries Division	$1,140.00	$802.50	$1,140.00
Camp Grier	$33,514.00	$33,458.00	$33,458.00
Camps New Hope/Presbyterian Point	$101,558.00	$91,917.00	$91,917.00
Admin. Cost/New Hope/Presby Point	$3,300.00	$3,600.00	$3,600.00
		$-5,957.43	
TOTAL OUTDOOR MINISTRIES	$139,512.00	$123,820.07	$130,115.00
TOTAL PRESBYTERY OPERATIONS	$1,044,450.00	$1,081,840.00	$1,153,113.31
ASSESSMENTS			
General Assembly	$145,210.20	$151,676.56	$151,676.56
Synod of the Mid-Atlantic	$96,152.70	$94,797.85	$94,797.85
BUDGETED BENEVOLENCE			
General Assembly	$454,789.80	$447,763.44	$457,923.44
nod of the Mid-Atlantic	$283,847.30	$281,122.15	$291,282.15
TOTAL EXPENSES	$2,024,450.00	$2,057,200.00	$2,148,793.31
Excess Income/Expenditure	$.00	$.00	$.00

OFFER TO PURCHASE AND CONTRACT

APPENDIX D

Salem Presbytery, as Buyer, hereby offers to purchase and Jasie S. Barringer, as Seller, upon acceptance of said offer, agrees to sell and convey, all of that plot, piece or parcel of land described below, together with all improvements located thereon and such personal property as is listed below (the real and personal property are collectively referred to as "the Property"), in accordance with the Standard Provisions on the REVERSE SIDE HEREOF and upon the following terms and conditions:

1. REAL PROPERTY: Located in the City of _____, County of Guilford, State of North Carolina, being known as and more particularly described as:
Street Address Stagecoach Trail, Greensboro, NC Tax Map ACL 1-30, Blk 929NE, Lots/No. 7 & 19.
Legal Description As Described in Deeds Recorded in DB 1408, Pg 83, DB 1631, Pg 263, and DB 1979, Pg 224, with the Register of Deeds Office for Guilford County, NC.

2. PERSONAL PROPERTY: _____

3. PURCHASE PRICE: The purchase price is $ ~~85,000.00~~ 84,900.00 and shall be paid as follows:

(a) $ 100.00 in earnest money paid by cash/cash; bank, certified, or personal check) with the delivery of this contract, to be held in escrow by Easter & Eisenman, as agent, until the sale is closed, at which time it will be credited to Buyer, or until this contract is otherwise terminated and it is disbursed in accordance with the Standard Provisions on the REVERSE SIDE HEREOF;

(b) $ _____ by assumption of the unpaid principal balance and all obligations of Seller on the existing loan secured by a deed of trust on the Property;

(c) $ _____ by a promissory note secured by a purchase money deed of trust on the Property with interest prior to default at the rate of _____% per annum payable as follows: _____

Prepayment restrictions and/or penalties, if any, shall be: _____

BH Assumption or transfer rights, if any, shall be: _____

(d) $ ~~84,900.00~~ 84,900.00 the balance of the purchase price in cash at closing.

4. CONDITIONS: (State N/A in each blank of paragraph 4(a) and 4(b) that is not a condition to this contract.)

(a) The Buyer must be able to obtain a firm commitment on or before n/a, effective through the date of closing, for a n/a loan in the principal amount of $ n/a for a term of n/a year(s), at an interest rate not to exceed n/a % per annum, with mortgage loan discount points not to exceed n/a % of the loan amount. Buyer agrees to use his best efforts to secure such commitment and to advise Seller immediately upon receipt of the lender's decision. If Seller is to pay any loan closing costs, those costs are as follows: n/a

(b) The Buyer must be able to assume the unpaid principal balance of the existing loan described in paragraph 3(b) above for the remainder of the loan term, at an interest rate not to exceed n/a % per annum fixed (or describe type of loan) n/a with mortgage loan assumption and/or discount points not to exceed n/a % of the loan balance. (See Standard Provision No. 2). If such assumption requires the lender's approval, approval must be granted on or before n/a. Buyer agrees to use his best efforts to secure such approval and to advise Seller immediately upon his receipt of the lender's decision. If Seller is to pay any loan assumption costs, those costs are as follows: n/a

(c) There must be no restriction, easement, zoning or other governmental regulation that would prevent the reasonable use of the real property for Church buildings and church related purposes.

5. ASSESSMENTS: Seller warrants that there are no special assessments, either pending or confirmed, for sidewalk, paving, water, sewer or other improvements on or adjoining the Property, except as follows: None (Insert "None" or the identification of such assessments, if any. The agreement for payment or proration of any assessments indicated is to be set forth in paragraph 6 below.)

6. OTHER PROVISIONS AND CONDITIONS:

(a) All of the Standard Provisions on the REVERSE SIDE HEREOF are understood and shall apply to this instrument, except the following numbered Standard Provisions shall be deleted: (If none are to be deleted, state "None".) 8,9,11

(b) Approval by Guilford County Health Dept. for installation of septic tank for proposed church building or buildings.

(c) Subject to final approval by the governing body of Salem Presbytery at its July 13th, 1991 meeting.

(d) This offer to purchase becomes null & void if not accepted by 4 PM, June 17, 1991.

(e) Subject to determination that the site is not located within the proposed corridor for Painter Boulevard.

IF THERE ARE ANY ADDENDA TO THIS CONTRACT, INDICATE ABOVE AND ATTACH HERETO.

7. CLOSING: All parties agree to execute any and all documents and papers necessary in connection with closing and transfer of title on or before September 1, 1991, at a place designated by Buyer.
The deed is to be made to Salem Presbytery or their assigns

8. POSSESSION: Possession shall be delivered at closing.
In the event that Buyer has agreed that possession is not delivered at closing, then Seller agrees to pay to Buyer the sum of $ n/a per day from and including the date of closing to and including the date that possession is to be delivered as above set forth.

9. COUNTERPARTS: This offer shall become a binding contract when signed by both Buyer and Seller. It is to be signed in four counterparts with a signed counterpart being retained by each party hereto and the escrow agent, if any.

Date of Offer: June 17, 1991 Date of Acceptance: 6/17/91

Buyer Salem Presbytery (SEAL) Seller _____ (SEAL)

Buyer Bill Hylton, Acting Agent (SEAL) Seller _____ (SEAL)

I hereby acknowledge receipt of the earnest money herein set forth and agree to hold and disburse the same in accordance with the terms hereof.

Date June 17, 1991 Firm Bill Hylton, Realtor

By: Bill Hylton

REALTOR®

Name of Selling Agent/Firm Bill Hylton, Realtor

Name of Listing Agent/Firm Easter & Eisenman

This Standard Form has been approved jointly by the:
NORTH CAROLINA BAR ASSOCIATION
NORTH CAROLINA ASSOCIATION OF REALTORS®, INC.

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A PASTORAL LETTER TO THE MEMBERS OF THE PRESBYTERIAN CHURCH (U.S.A.)

June 11, 1991

Dear Members and Friends:

We, the commissioners and advisory delegates to the 203rd General Assembly, write you out of pastoral care for our church.

We have acted on a number of important matters. None, however, has drawn more attention than human sexuality. We write to communicate our actions and to offer a pastoral word for our church.

We have not adopted the special committee's Majority Report and recommendations, nor have we adopted its Minority Report. We have dismissed the special committee with thanks for their work, and with regret for the cruelties its members have suffered.

We have reaffirmed in no uncertain terms the authority of the scriptures of the Old and New Testaments. We have strongly reaffirmed the sanctity of the marriage covenant between one man and one woman to be a God-given relationship to be honored by marital fidelity. We continue to abide by the 1978 and 1979 positions of the Presbyterian Church on homosexuality.

We are also convinced that the issues raised again by this report will not go away. Though human sexuality is a good gift of God, we and our families are in pain. We are being torn apart by issues of the sexuality and practice of adults: single, married, and divorced; teenage sexuality and practice, sexual violence, clergy sexual misconduct, new reproductive technologies, AIDS, sexually transmitted diseases, and the sexual needs of singles, gay and lesbian persons, the disabled, and older adults.

That pain was felt by us here in Baltimore, expressed by people of very different perspectives. Some of these issues on which there is considerable theological and ethical disagreement within the church.

We also believe that at the heart of the recent debate lies a painful distrust of the General Assembly by many of our members. Often the General Assembly has been perceived as telling individual members what to think. Let it be said that in Baltimore the 203rd General Assembly (1991) heard the cry of the church for an Assembly that listens to the grass roots. In that spirit, we have instructed the Theology and Worship Ministry Unit of the General Assembly Council to prepare a plan to encourage us as Presbyterians in our theological and ethical decision-making. We reaffirm that the church is healthiest when it honors what we Presbyterians have always believed, as expressed in the "Historic Principles" of 1788: That God alone is Lord of the conscience, and has left it free from the doctrines and commandments of men and women which are in anything contrary to God's Word, or beside it, in matters of faith and worship; and also that there are truths and forms with respect to which people of deep faith may differ (G1.0300). This is an opportunity to learn again what it means to be Presbyterian.

In conclusion, we wish to reaffirm that we are all one as Christ's body and while we are diverse, we are one family of faith because of the unconditional love of God for all persons. We welcome your response to our action as we rejoin you this next Sunday. May the God and Father of our Lord Jesus Christ keep us and bless us in the Spirit of divine grace and love.

Yours in Christ,

Signed:

Herbert Valentine, Moderator
James Andrews, Stated Clerk
Gordon Stewart, Committee Moderator

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VOLUME III

NUMBER 4

Minutes of

SALEM PRESBYTERY

TWELFTH STATED MEETING
TRINITY PRESBYTERIAN CHURCH
SALISBURY, NORTH CAROLINA
October 1, 1991

MINUTES OF

SALEM PRESBYTERY

TWELFTH STATED MEETING
TRINITY PRESBYTERIAN CHURCH
SALISBURY, NORTH CAROLINA

October 1, 1991

OFFICERS

Moderator	Ivan W. Lowery
Moderator-in-Nomination	Rudolph V. Boone, Sr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Jim Clinard
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

TWELFTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

TRINITY PRESBYTERIAN CHURCH

SALISBURY, NORTH CAROLINA

October 1, 1991

The Twelfth Stated Meeting of Salem Presbytery was called to order by Moderator Ivan Lowery at 9:00 a.m. on Tuesday, October 1, 1991, in the Trinity Presbyterian Church of Salisbury, North Carolina. The opening prayer was led by the Moderator.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	137	Non-Commissioners	2
Ministers	121		
		Visitors	47
Corresponding Members			
Ministers	8	Total Enrollment	320
Church Educators	5		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., Frank J. Allen, Michael E. Askew, Sr., J. Lawrence Ayers, Shawn Edwin Barkley, J. William Black, Jesse W. Bledsoe, Linda L. Blessing, Edwin C. Brammer, Jr., Warren C. Brannon, Malcolm M. Bullock, Robert E. Button, George S. Calhoun, George C. Carpentger, Charles R. Carter, Mary Boyd Click, S. Jay Click, Charles W. Clubb, Frederick A. H. Coates, Frank C. Collier, Kermit W. Dancy, David T. Daniel, Frank A. Davison, Frank M. Dew, James A. Dickens, Steven W. Dyer, Christopher F. East, John E. Eliason, James W. Eller, Stewart E. Ellis, Carlton A. G. Eversley, T. McLean Faw, Jr., Dusty K. Fiedler, Robert A. Fiedler, Milton M. Foust, Elijah B. Freeman, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Reagan P. Gibbs, James H. Grant, Jr., Hewon Han, John M. Handley, William C. Hayes, James Henderson, David L. Henry, Robert W. Herron, Everett A. Hewlett, Cynthia R. Higgins, Z. N. Holler, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Robert S. Jeffords, Henry J. Keating, William R. Knox, Phyllis M. H. Kort, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., Robert E. Lee, David T. Lee-Andrews, Robert M. Lewis, S. Edwin Lewis, Ivan W. Lowery, J. Roger Marrow, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, Judson J. Milam, John L. Milholland, E. Thomas Miller, James A. Mitcham, H. Reid Montgomery, Allen E. Morrison, William H. Morrison, Lisa Mullen, George H. Murray, Jr.,

N-Z

Frances Olson, David C. Partington, S. Curtis Patterson, Jamie Bibee Pharr, George A. Ploger, Phillip J. Pogue, Catherine J. Reed, Marie P. Reed, William C. Rhodes, Jr., Leland A. Richardson, James M. Rissmiller, Russell H. Ritchel, Jr.,

Paul S. Ryoo, Dennis J. Sebesan, A. Carter Shelley, R. Page Shelton, Jerold D. Shetler, Stephen A. Shive, Ethel C. Simonetti, Ronald A. Smith, Stevan A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, Larry E. Summey, Robert R. Tolar, Jr., John G. Truitt, Jr., William D. Varker, Stanley M. Voth, Rockwell P. Ward, Kellie E. Weekley, Norman M. Whitney, Sr., Paul D. Woodall, Jr, R. Scott Woodmansee, William J. Wrenn, Jr., Richard S. Wurst, Jr., Robert L. Yoder, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Banbury, L. Adlai Boyd, John C. Brearley, Robert A. Bryant, Carole F. Chase, Clyde T. Cook, M. Susan Dobyns, Barbara E. Dua, Robert C. Evans, Jr., Philip R. Gehman, Lucius A. Gray, Ann I. Hoch, Ann B. Jahnes, William S. Johnson, Walter W. King, James E. Layman, Steve A. Martin, James F. Miller, J. Herbert Nelson, Karen E. Pearson, Joseph L. Pickard, Paul N. Ridolfi, Susan M. Roddey, Jeannette G. Rodenbough, James T. Shields, William C. Weckerly, Benjamin F. Williams, Charles Williams, James K. Wilson, Jr.

The following Ministers were unexcused:

George W. Alexander, Jr., James H. Allen, Jonathan C. Barker, John W. Bell, Ernest Bradford, William H. Chappell, Robert R. Childs, Jr., M. Gray Clark, Max E. Deal, Robert F. Dean, Carl W. Dumford, Janet Briscoe Flagg, James T. Frazier, Larry W. Freeman, Carter B. Gillespie, Scott C. Girard, William S. Johnston, Benjamin Kirkland, Paul Lindsey, Laura C. Long, Z. Bradford Long, James M. Mauldin, Molly Dotson Morgan, Richard Osmer, Franklin L. Partridge, III, Steve M. Pharr, A. B. Plexico, Gerald N. Reiff, Grant M. Sharp, Jeffrey D. Smith, Jerry M. Smith, Rollin M. Steele, Jr., John B. Talmage, Glenn C. Thomason, W. Russell Ward, Jr., J. Gordon Williams.

The following Missionaries and Chaplains were excused:

Sherron K. George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Thomas B. Bagnal, Jr., Charles L. Brown, William Brown, David H. Burr, Cecil C. Callis, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Rufus F. Jamerson, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes D. Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, W. Clark Porter, III, James L. Price, Jr., John A. Redhead, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Ralph Bare, Tom McArthur, Muriel C. Ward, Allen Temple Margaret C. Carr, Minnie B. Wood, Asbury Robert Overby, Asheboro, First W. Earle Chapman, Bethany (Graham) Hugh Boswell, Bethany (Statesville) Ronny F. Bass, Bethel J. C. Tuttle, Bethesda (Ruffin) J. D. Foster, Beulah Elizabeth Scott, Bixby Graham Hendrix, Booneville, First Hallie Cundiff, Marilyn K. Scales, Brentwood Mary F. Bailey, Buffalo Margaret T. McKnight, Burlington, First Ava Burke, May White, Rebecca

Whitenack, Calvary A. E. Peterson, Centre Richard E. Woods, Church of the Cross Bill Buie, Clemmons Susie Kern, Cleveland Pauline B. Allison, Community in Christ, Presbyterian John Gemuenden, Cooleemee Grier C. Waller, Covenant Ann McKenzie, Cross Roads Bob Thomas, Danbury Community Jennie L. Hemrick, Dellabrook Inis Johnson, Anne McKae, Dogwood Acres Marjorie Roberson, Eden, First Horace Penn, Edward Webb Gladys W. Bailey, LaDonna N. McCarther, Elkin Byron Wolfe, Fairmont Colleen Story, Faith Steve Powell, Fieldstone Richard Bradshaw, Fifth Creek Roger Niblock, Flat Rock Debra Stoltz, Forest Hills Rae A. Beck, Forest Park Amy L. Holland, Francisco Octavia B. Edwards, Franklin Nathan Thomason, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Glendale Springs Frances O'Banion, Glenwood Kenneth Smith, Grace Lois S. Brake, Gwendolyn H. Wallace, Graham George O. Rogers, Jr., Troy W. Woodard, Greensboro, First Thomas C. Anderson, Emmett W. Bringle, Philip R. Gielzer, Betsy Harrington, Mamie Snider, Guilford Park John T. Wall, High Point, First Hunter Dalton, Ben Martin, J. C. McAllister, Jr., Highland Esther Preston, Gary N. Simes, Jamestown John Hamil, Pat Little, John Calvin Sue D. Campbell, Lansing Jeanette Paisley, Laurel Fork Don B. Tucker, Lexington, First Skip Greathouse, Bob Oates, Lexington, Second Donese Hill, Lloyd Edwin L. Patterson, Ruth M. Patterson, Logan Irene Dye, Daisy Keaton, Madison Lou Irving, Mebane T. D. Jones, Memorial Lou Whitt, Mocksville, First Ann H. Long, Mooresville, First Christine M. Davidson, H. Edward Nelson, Mount Jefferson Lee Eldreth, Mount Tabor Roy L. Carruth, Vanessa Chunn, Mount Vernon Ruby Jones, Mount Vernon Springs Maryland Lemon.

N-Z

New Creation Community Barbara Clawson, North Wilkesboro Bryan Goad, Sam Vickery, Oakland Joe Hornbuckle, Old Providence Anne Wooten, Old Town John Barr, Parkway Ray Shaw, Fred N. Ward, Piedmont Robert N. Adams, Pilot Mountain, First Lola H. Harris, Pine Hall David B. Parker, Pittsboro Jay Olson, Presbyterian Church of the Covenant Edward Powers, Prospect Virginia Edmiston, Randolph George Slaydon, Reid Memorial John Faulkner, Reidsville, First Dot Richardson, Saint Andrews James Clayton, Saint James Catherine T. Bonner, Rosa Yourse, Salisbury, First Preston Acken, Robert V. Bowman, Elizabeth Cook, Salisbury, Second Frances Hannah, Shady Side Charles England, Shiloh (Burlington) Helen L. Hartman, Smyrna Raymond Jones, Speedwell Ralph Alexander, Spencer Rose Miller, Starmount Drake Dowler, Stuart McRimmon, Jean Spangler, Statesville, First Elizabeth M. Mills, Stony Creek A. R. Miles, Tabor Bud Tatum, Third Creek Hannah Padgett, Thomasville, First Sue Langfitt, Thyatira Frank Fuller, Jr., Trinity (Elon College) Alura Wheeler, Trinity (Salisbury) Myrtle B. Stevenson, Gladys Winston, Trinity (Winston-Salem) William Gilbert McLeod, Unity Robert F. Bost, Winston-Salem, First Mack Dagenhart, Jim Price, Wentworth Doc S. Herron, Westminister (Burlington) G. H. Baldwin, Yanceyville Stuart N. Watlington, Yadkin United Marian L. Smith, Thomas O. Vinson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Bethesda (Statesville), Collinstown, Gulf, Immanuel, Love Valley, Mount Airy, First, Sedgefield, St. Paul (High Point), Vandalia.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Boone, First, Clio, Concord, Crestwood, Ebenezer, El Bethel, Elmwood, Fellowship, Greenwood, Griers, Harmony, Hawfields, Hills, Hope View, Joyce, Kernersville, First, Korean First, Lexington, Second, Little Joe's, Milton, Mocksville, Second, New Salem, Oakview, Peak Creek, Pine Ridge, Pleasant Grove, Red House, Riverview, Rumple Memorial, Saint Paul (Greensboro) Sandy Ridge, Shiloh (Statesville), Siler City, Southminster, Sparta, Springwood, Stoneville, Taylorsville, Westminster (Greesnboro), Whispering Pines, Yadkinville.

The following Church Professionals were enrolled:

Connie DeKleuver, Evelyn Edwards, Rebekah Lee-Andrews, Dottie Metropol, Parks Williams.

The following Visitors were registered:

William C. Amidon, Jane Anderson, John E. Barney, Helen Beasley, Frederick Beck, J. Thomas Buchanan, Charles Cameron, Lille B. Cameron, Marian Cameron, Al Clark, Ken Compton, Haywood M. Cope, Margaret Cowan, Cleveland Duke, Earle Frazier, Claudia Gardner, Lessie Gaston, Creola Goodman, Lilliesteen M. Harris, Don Hart, Catrelia Hunter, Bill Hylton, Susanne Jordan, Ruth B. Lenger, Betty Lowrance, Anne S. McKee, James F. Miles, Jane Miller, Helen Mitcham, Naomi Mitchell, Ruth N. Myers, E. O'Banion, Esther Ploger, Donald G. Price, Cindy F. Salter, Otis B. Scott, Ron Settle, Sanford R. Silverburg, Betty Smith, Donna South, Mrs. Ruben Speaks, Fred Tatum, Steve Thurston, Nori Torbert, J. Roy Valencourt, Ruth Watts, Worth N. Watts.

The following Corresponding Members were present:

Howard Day, Newark Presbytery; Hartley Hall, Charlotte Presbytery; Morton R. Kurtz, New Hope Presbytery, Bart Shaw, Western North Carolina Presbytery, Julia R. Strope, New Hope Presbytry, Marshall Taylor, Church of the Nazarene, John Wilkerson, Charlotte Presbytery; Carrie Yearick, New Hope Presbytery.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler.

DOCKET

The Docket was presented by Rudolph Boone, Co-Moderator of Council, and was approved.

WELCOME

The Governing Body was welcomed by George Hunter, pastor of the host church. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. Ecumenical visitor the Rev. Reuben L. Speaks, Bishop, A.M.E.Zion Church was introduced by Rev. Goerge Hunter. He was given the privilege of the floor, and he addressed the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix A, p. 199.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix B, pp. 200-202.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Bills and Overtures: Z. N. Holler
James Henderson
William Black

Resolutions: Rosa Yourse
Sam Stevenson

OMNIBUS MOTION

Rudolph Boone, Co-Moderator of Council, presented the Omnibus Motion. Following the removal of items 8 and 20, presbytery approved the remaining recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

REPORT OF PRESBYTERY COUNCIL
Rudolph Boone/Rollin "Chip" Steele Co-Moderators

Your Council has met twice since the July, 1991, meeting of Presbytery.

I. CONCURRENCES WITH COMMITTEE RECOMMENDATIONS TO PRESBYTERY:

1. Church Development Committee
2. Budget and Finance Committee
3. Hunger Committee
4. Small Church Support Committee

II. ACTIONS TAKEN BY COUNCIL:

1. Council approved the minutes of the July 13 Eleventh Stated Meeting of Salem Presbytery. Council authorized the Stated Clerk, Recording Clerk, and Executive Secretary to make editorial changes in the minutes necessary to bring the minutes into conformity with Synod standards.

2. Council granted Campus Ministers in Salem Presbytery blanket permission to celebrate Communion with students and other groups as appropriate, with the provision that Campus Ministers report the celebrations to Council annually.

3. Council endorsed the Higher Education Committee's action of August 28, 1991, authorizing campus ministries to seek funding from parents of students, alumni, churches, and other sources as appropriate.

4. Synod will hold an Institutions Consultation on November 25. Council elected Karen Pearson and Murray White to accompany John Handley.

5. Council referred resolutions from First, Winston-Salem and the Bixby Church to the Presbytery's Bills and Overtures Committee without recommendation.

6. Council appointed the Rev. Stewart Ellis, Moderator, Elder LaDonna McCarther, and Rev. Norman Whitney to a Task Force to bring in recommendations to the February meeting concerning Salem's further study of human sexuality.

7. Council authorized Communion at the Fall Senior High Retreat.

8. Council issued an invitation for the Board of Pensions to conduct a Healthwise Workshop free of cost to the Presbytery for ministers and church employees.

9. Council granted permission for Presbytery Staff to take a one day retreat on October 2. This permission also grants leave to close the office for that day.

10. George Carpenter was approved as Presbytery's representative to the Salem-Ghana Hunger Partnership meeting in Ghana.

11. Council approved the following Hunger Grants:

Caswell County Parish	$ 5,000
Rowan Helping Ministries	$ 5,000
International: Tease, Ghana	$32,000

12. Council authorized its Executive Committee, in consultation with staff, to grant permission for changes in small line items within a Division budget.

13. Council approved the following process for the review of 1990 Sessional Records:

SESSION RECORD REVIEW PROCESS

The following procedure of reviewing Sessional Records is designed to accomplish the following purposes:

1) Provide advice and instruction to all Clerks of Session so as to improve quality and usefulness of Sessional Records;

2) Give opportunity for fellowship and sharing of ideas and programs that work among churches within their geographic Salem Section;

3) Share resources for solving problems within the churches in the Section; and

4) Make the Annual Presbytery Review a more meaningful and helpful process for the churches.

A. On a designated Saturday or Sunday afternoon in the last quarter of each calendar year, all Clerks or other representatives shall gather with their Minute Books and their church rolls at a host church convenient to the Salem Sections being reviewed.

B. The Presbytery Stated Clerk will provide instructions for reviewers. Checklists to be used will be explained.

C. Each Clerk will review one of the sets of materials presented (other than their own).

D. There will be three trained Review Assistants present who will examine each reviewer's work and record for report to the Presbytery one of the following designations:

1) Approved
2) Approved, pending the following additions, deletions, corrections:

E. An appropriate sticker bearing the Moderator's signature will be affixed to the church's record after the last entry for the year under review. If the review designation was "Approved, pending...", a summary of specific concerns will be included with the materials to the appropriate Clerk with an opportunity for discussion of the needed changes. An appointment will be set for resubmission of the record book and rolls for final approval.

F. Results of the review will be presented to the February meeting of Presbytery.

III. CONCERNING CHURCH PROPERTY

1. Council approved the request of the Shallowford Church to enter into contracts for building additions and improvements with indebtedness not to exceed $400,000 on such terms as are commercially prudent.

2. Council approved the request of the Pittsboro Session that they receive and sell a donated piece of property to Chatham County, pending the approval of the Pittsboro congregation. (NOTE: the donated property is adjacent to the County landfill operation.)

3. Council approved entering into a subordination agreement whereby the Mortgage Funds owed by the Shallowford Church to Salem Presbytery will become the second mortgage in order that the indebtedness previously approved might become the first mortgage.

IV. RECOMMENDATIONS TO PRESBYTERY

ACTION:

Presbytery approved the following persons to serve on the Nominating Committee:

Moderator: Malcolm Bullock - '92

Class of 1992, Mrs. Joyce Johnson
to replace Mrs. Valerie Thomas, deceased

Class of 1994
Ms Dorena Stevenson
Mr. Keith MacLean
Ms. Margaret Marks

_____
_____
_____
_____

ACTION:

Salem Presbytery approved the docket for its TWELFTH STATED MEETING, October 1, 1991.

ADMINISTRATIVE SERVICES DIVISION

BUDGET AND FINANCE COMMITTEE
Don Lannon, Moderator

The Budget and Finance Committee reports that finances received through August, 1991, are as expected in relation to the pledged budget. The schedule (Appendix C, p. 203.) reports our giving based on the 1991 approved budget. With the endorsements of the Presbytery Council, we present the following recommendations for your approval.

ACTIONS:

1. A new item was added to the 1991 operating budget--Office Structure--and the $4,000 previously approved by Presbytery for architectural fees in connection with the new office structure will come from year-end unspent funds.

2. A new item was added to the 1991 operating budget for legal expenses, and $1,000 was allocated to this item; approved funding from Council Program Pool.

3. The budgeted travel for John Handley and Willie Garvin was increased by $2,000 and $500 respectively in 1991; approved funding from Council Program Pool and/or year-end unspent funds.

4. Presbytery increased the designated cash flow reserve from $75,000 to $125,000 for 1991. (Funds from this reserve can only be used to maintain an adequate cash flow for the work of the Presbytery.)

In 1988, portions of Concord, Orange and Yadkin Presbyteries were organized as the Salem Presbytery. Because of the affiliation of former Orange Presbyterians with Camps New Hope and Presbyterian Point and former Concord Presbyterians with Camp Grier, Salem Presbytery became part owners of three camps.

There are differences in our Presbyteries, thus our operating procedures are handled differently. Camp Grier set up its books and handles all its financial operations separately from any of the owning presbyteries. Camps New Hope and Presbyterian Point, on the other hand, have not set up structures to handle its finanial operations. This function is performed in one of the offices of the owning Presbyteries--New Hope Presbytery. As a natter of fact, the camping operation is not set apart from the operations of the Presbytery, thus no audit/report for camps can be made exclusive of the Presbytery.

ACTION:

5. Because the camp operations have been incorporated within the operation of New Hope Presbytery and cannot be separated for auditing purposes; and,

   Because Camps New Hope and Presbyterian Point audited finances must be included as a part of our audit--this is accomplished through the efforts and cooperation of the two auditing firms; and,

   Because the Books of the Presbytery of New Hope are only now in the process of being audited for 1990,

   Salem Presbytery gave special permission to its Council to approve the 1990 Audit for Salem Presbytery, and this task to be accomplished prior to December 31, 1991, to become an addendum to the minutes of this Presbytery meeting. (Appendix D, pp. 204-223.)

PERSONNEL COMMITTEE
Fred Tatum, Moderator

The annual performance review of the Reverend Hewon Han, Associate Presbyter for Congregational Life, was conducted by the Personnel Committee September 4, 1991.

The review was based upon information obtained from selected individuals in Salem Presbytery with specific knowledge of Reverend Han's work, insights from members of the Personnel Committee, staff, and from Reverend Han's self appraisal.

Responses provided by respondents were candid and varied:

- Doing a great job
- Need more exposure to local church leaders
- His presence has been a positive force in directing the educational arm of the Presbytery
- Too much behind the scenes; few people know him
- Would like to see Hewon get more assertive in what he has to offer the local church
- Need to be more directive
- Good balance of style
- Would be too directive if there were not strong committee members
- Allows members to act according to member's goals for the committee
- Teaches Christian faith through explanation; models Christian faith through use of gifts and behavior
- The Presbytery was wise in selecting him

The committee is grateful for and fully utilizes the assessments submitted by respondents in the decision making process.

The review revealed that greater exposure and assertiveness are areas that require concentration.

Notwithstanding, the results of the overall review clearly demonstrate that The Reverend Hewon Han's faith is exemplified through his work with people. He is dedicated, knowledgeable, cooperative, energetic, supportive and is an effective organizer and planner. Reverend Han is highly committed to his work which motivates him to strive for excellence.

ACTIONS:

1. The Reverend Hewon Han, Associate Presbyter for Congregational Life was commended for his job performance during the past year, and a prayer of thanksgiving and intercession was offered for him at an appropriate time during the meeting.

2. The tri-annual review for The Reverend John Handley, Executive Presbyter/Stated Clerk will be reported at the February meeting of Salem Presbytery. By action of Presbytery, Dr. Handley will remain employed as Executive Presbyter/Stated Clerk during the interim period (December 31, 1991, and the February, 1992, meeting of Presbytery).

COMMUNICATIONS COMMITTEE
David Lee-Andrews, Moderator

David Lee-Andrews presented the new brochure for Salem Presbytery.

OUTDOOR MINISTRIES DIVISION

Bart Shaw, Camp Director at Camp Grier, reported.

ACTIONS:

1. Presbytery gave thanks to God for a very successful 1991 Summer Camping Program at Camp Grier and prayed for spiritual growth of the 1991 Staff and the 1,182 campers who attended.

2. Presbytery expressed its appreciation to those who served as Volunteer Counselors, Pastors, Educators, Paid Staff, and Helpers during the 1991 program.

PRESENTATION: DR. T. HARTLEY HALL, UNION SEMINARY, VIRGINIA

T. Hartley Hall, President of Union Theological Seminary, Virginia, discussed issues in theological education and seminary management.

SPECIAL PRESENTATION: GHANA - THE CAMERONS

Charles and Marian Cameron presented a report on their recent visit to Ghana, touching especially on their visit to projects funded by Salem and New Hope Presbyteries' Hunger Offerings.

BICENTENNIAL FUND

Presbytery heard Bill Amidon, Area Counselor for the Bicentennial Fund.

REPRESENTATION COMMITTEE
Martha Smith, Moderator

Presbytery received the report of the Representation Committee as presented by Joe Spears.

As outlined in the Book of Order G-9.0105 the principal function of this committee is to advise Salem Presbytery of the need for nominations from particular categories needing increased representation on committees, boards, agencies and other units implementing the principles. The members of the Committee have examined the current listing of membership on Salem Presbytery committees and finds the following totals:

TOTAL COMMITTEE MEMBERS	- 368	places filled (376 possible)
BLACK/ETHNIC MINOR.	- 80	(21%)
CAUCASIAN	- 288	(79%)
WOMEN	- 154	(41%)
CLERGY	- 119	(32%)
LAY	- 249	(68%)
MODERATORS OF COMM.	- 32	(+3 VACANCIES)
BLACK/ETH.	3	
CAUCASIAN	29	
WOMEN	9	B/E 2; CAU 7
CLERGY	22	
LAY	10	

The representation of Black/Ethnic minorities exceeds their percentage of the Presbyterian membership, 10% (39,000/4,000). There are, however, some committees whose responsibilities might be better carried out with a greater percentage of minorities, women, clergy, or lay members. The Committee on Representation has prepared an analysis by committee membership which will be available at the Presbytery office to moderators of committees and anyone who wishes a copy.

We were unable to complete an analysis of the representation on committees by geographic sections of Salem Presbytery because some listings did not have this information. Here is an approximate comparison:

Sections #3, #4, #6 - 50 - 85 each
Sections #2, #5 - 25 - 40 each
Sections #1, #7, #8 - 1 - 15 each

The information on ages of members of committees was too imcomplete to allow any meaningful comparison.

The Committee on Representation has two requests:

1. Pastors and session should be alert to members of their churches who can contribute through skills and commitment to the work of one of the Presbytery committees. Please ask these persons to fill out information forms for the assistance of the Nominations Committee.

2. Moderators of committees should remember the work patterns of the members of their committees and plan meetings so that members can attend. The goal of representation is not met by names on the membership list if some members are unable to attend.

CONGREGATIONAL LIFE DIVISION

SPIRITUAL FORMATION AND ENRICHMENT COMMITTEE
E. Thomas Miller, Moderator

Tom Miller reported the plans, activities, and programs of the Committee.

PATHWAYS
Parks Williams

Parks Williams promoted the Pathways to Leadership event scheduled for October 19, 1991, at the First Presbyterian Church, Greensboro.

CHURCH IN THE WORLD DIVISION

HUNGER COMMITTEE
George Carpenter, Moderator

The Hunger Committee continues to seek to be faithful in the use of the Pennies for Hunger/Two Cents Per Meal designated funds. After almost three years of experience as the Salem Presbytery Hunger Committee and the generosity of the people in our Presbytery, we find our International commitments can be met with a smaller percentage and we need additional money inthe Domestic funds; this will enable us as a Presbytery to be more faithful as stewards and pragmatic in the use of designated funds. The changes are a decrease of ten percent in International money, an increase of five percent in Domestic money, and the addition of a new category, EDI (Either Domestic or International) of five percent; there is no change in Education and Promotion. See Item #3, GUIDELINES FOR THE USE OF RESTRICTED HUNGER FUNDS.

The committee's recommendations for funding in most cases must have the approval of the Division of Church in the World and for amounts over $5,000 the approval of Council. So that we can better coordinate schedules, the Committee recommends the deletion of "in March and October" and "in February and September" under Item #6 in the GUIDELINES.

Realizing the enormity of the task of combating the global crisis on hunger and the realization we belong to the Church of our Lord Jesus Christ, the Hunger Codmmittee has prepared a statement, SALEM PRESBYTERY COMMITMENT ON ACTION AGAINST GLOBAL HUNGER, with the recommendation it become a commitment statement of the Presbytery.

ACTION:

1. Presbytery approved the revision of GUIDELINES FOR THE USE OF RESTRICTED HUNGER FUNDS (Appendix E, pp. 224-225).

2. The Presbytery approved the SALEM PRESBYTERY COMMITMENT ON ACTION AGAINST GLOBAL HUNGER (Appendix E, p. 226).

For Your Information

The Hunger Committee Moderator will be attending the partners meeting in Ghana on October 15-18, 1991, and a meeting of the Tease Project Committee in Kwahu Presbytery immediately following.

Grants were approved to the following in the August-September funding cycle:

Domestic:

Ashe County Sharing Center
Chatham County Salvation Army
Caswell County Parish, Inc.
Presbyterian Local Ministries of Alamance County
Joint Orange/Chatham Community Action Agency (money to be used only in Chatham County)
Tri-County Christian Crisis Ministry, Elkin
Rowan Helping Ministries

International:

Tease, Ghana

KALEIDOSCOPE
Tom Miller

Tom Miller publicized "Kaleidoscope" February 22, 1992. "Kaleidoscope" is the Church in the World Division Training Event.

PEACEMAKING COMMITTEE
Chris East, Moderator

Scott Woodmansee told of his visit, under Peacemaking auspices, to the Soviet Union. Chris East presented plans and activities of the Committee. The following churches were recognized for making the Commitment to Peacemaking:

Yanceyville
Clemmons

SOCIAL JUSTICE COMMITTEE
Mary Boyd Click, Moderator

The Committee wants the Presbytery to know that in their opinion it is possible that the issue of abortion will be to this year's General Assembly what human sexuality was to last year's.

The Social Justice Committee and the Women's Ministry Committee encourage all sessions and local Presbyterian Women organizations to ask representatives to attend the workshop entitled "Grappling with Abortion" on February 22 at Highland Presbyterian in Winston-Salem. Dr. William Van Arnold, Professor of Pastoral Care at Union Theological Seminary in Richmond will lead part of the workshop. We are especially encouraging all the ministers in the Presbytery, Presbyterian

Women, DCE's and persons working with youth in the church to attend this workshop. It is a part of the Church in the World Division's "Kaleidoscope of Concerns".

Winners of the Salem Presbytery Sermon Contest were announced and copies of the winning sermon were available to be picked up at the Presbytery meeting. The winning sermon entitled, "Desecration of Lordship", was submitted by Sam Hobson, former pastor of St. Paul's Church in Greensboro.

ECUMENICAL RELATIONS COMMITTEE
R. O. Freeman, Moderator

Robert Freeman introduced Heath Rada, President of Presbyterian School of Christian Education, who shared reflections on his attendance at the World Council of Churches meeting in Canberra, Australia.

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion led by the Rev. George Hunter, the Rev. Paul Ryoo, and the Rev. Reuben L. Speaks. The preacher was the Rev. Dr. Heath Rada. H. E. Redfern was the organist.

LUNCH

The Presbytery was recessed for lunch at 12:30 p.m. The Moderator led a prayer of thanksgiving.

AFTERNOON SESSION

At 1:15 the Moderator reconvened the Presbytery with prayer. George Carpenter led a prayer of dedication for the Two-Cents-A-Meal hunger offering which was received at lunch.

REPORT OF THE EXAMINATIONS COMMITTEE
Ed Brammer, Moderator

Presbytery proceeded with the examination Worth Nelson Watts, Sr. and Donald George Price, who wish to transfer into Salem Presbytery. They have been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF WORTH NELSON WATTS, SR.

ACTION:

Presbytery approved the committee and floor examination of Worth Nelson Watts, Sr. in accordance with Book of Order G-11.0402.

a. The Reverend Nelson Watts, Sr. was received into Salem Presbytery from Coastal Carolina Presbytery so that he may accept the Call of Glenwood Presbyterian Church of Greensboro, NC to serve as pastor. Since 1976, Worth has served as pastor of the Jonesboro Presbyterian Church, Sanford, NC. He is a graduate of Guilford College and Columbia Theological Seminary. The effective date of this call is September 1, 1991.

b. His credo which follows, was approved:

I believe in a loving God who brought forth order out of chaos. God is to be honored as Creator, loved as Savior, served as Lord,

feared as judge and praised as our hope for this life and the next. God's nature is most clearly revealed in the incarnation of Jesus Christ.

I believe in Jesus Christ as our Savior who, through the cross and resurrection, made it possible for us to live as forgiven sinners, reconciled to God and living in a right relationship with others.

I believe in the Holy Spirit who convicts, comforts, instructs and encourages those in the faith.

I believe the church is the community of faith comprised of saints from all ages who have professed Jesus Christ as Savior. Christ is the head of the church. The scriptures are the church's authoritative source in matters of faith and practice.

I believe the sacraments of the church to be baptism and the Lord's Supper. Both sacraments illustrate the mysterious presence of God in the church. In the act of baptism, the church affirms that believers and their children are heirs of the grace of God and members of the worshipping community. In communion, we do this in remembrance of all that Christ has done for us through His life, death and resurrection. Both sacraments are acts of celebration and identification and are almost always communal rather than private acts of worship.

I believe the scripturally designated leaders of the local church are the ministers of the word and sacraments, and the elders. It is their responsibility to encourage progress in the church family while prayerfully seeking the guidance of the Holy Spirit.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Watts and the Glenwood Presbyterian Church effective September 1, 1991; approved the following Terms of Call; and the call was ordered placed in his hands.

Salary	$18,000.00
Housing Allowance	6,000.00
Utilities Allowance	2,500.00
Automobile Allowance	3,800.00
Book/Study Leave Allow.	500.00
Medical Insurance/Annuity	7,367.36
Moving Costs	As needed
Social Security Equiv.	1,836.00
Vacation	4 weeks
Study Leave	2 weeks

d. The following Administrative Commission was approved to install him as Pastor of Glenwood Presbyterian Church, Greensboro, NC, on October 6, 1991, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
James Rissmiller	Preside & Propound the Constitutional Questions	Minister
H. Reid Montgomery	Preach the Sermon	Minister
Henry Smith	Charge the Minister	Elder
John E. Eliason	Charge the Congreg.	Minister
Frank Davis	Lead in Worship	Elder

e. Mr. Watts was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

ACTION:

Presbytery approved the committee and floor examination of Donald George Price in accordance with Book of Order G-11.0402.

a. The Reverend Donald George Price was received into Salem Presbytery from the Presbytery of Tampa Bay where he accepted Honorable Retirement on April 30, 1991. Since 1971, Donald Price has served as pastor of the First Presbyterian Church of Winter Haven, FL. He is presently living in Valle Crucis, NC. He has a B.A. degree from the University of Texas at El Paso; a B.D. degree from San Francisco Theological Seminary; and a Master of Theology and a Doctor of Ministry from Austin Presbyterian Theological Seminary.

b. His credo which follows, was approved:

From my spiritual diary I have written this about myself:

My most important thought: my individual responsibility to God.
My most important purchase: the Bible when I was seventeen.
My most important question: Will you marry me?
My most important promises:
To be a life-long follower of Christ.
To be a loving and faithful husband.
To be an examplary minister of the Gospel.
My motto: always prepared and on time.
My aim: Reverence, gratitude, and a life pleasing to God.

I love the Scriptures and study and teach them as the Word of God. The Holy Scriptures indicate that we please God when we worship, work, witness and live together in harmony with His will.

He is pleased when we are guided by the Holy Scriptures.

He is pleased when we intentionally commit ourselves to his dear Son, Jesus, as Lord and Master of this life and the life to come.

He is pleased when we are baptized, confirmed, and grow in Christlikeness.

He is pleased when we participate in the life of the church.

He is pleased when we are generous in our support of Christian missions.

He is pleased when we invite others to follow Christ within the fellowship of the church.

Therefore, I this day publically renew my vows that God the Father is my Creator, Sustainer, and Highest Good;

I confess anew God the Son as my Lord and Savior; I would be his disciple forever;

I confess anew God the Holy Spirit to be my guide, strength and comforter;

I pledge anew the pleasing of Almighty God to be my highest purpose in life.

I take the Holy Scriptures to be the rule for my thoughts and actions, and the people of God to be my people under all conditions.

I renew my allegiance of loyalty to the Presbyterian Church (U.S.A.) and as an ordained minister therein, believing it to be an authentic part of the Body of Christ, whose purpose is to encourage and support Christian worship, education, fellowship and mission. I affirm our practice of the sacraments of baptism for professing Christians and their children and the sacrament of the Lord's Supper for all baptized and professing Christians and the ordination of duly qualified and called men and women to the offices of the church.

I do hereby rededicate and devote to the Lord all that I have, all that I do, and all that I am.

This I do deliberately, freely, and forever...So help me God. Amen.

c. Mr. Price was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

COMMITTEE ON MINISTRY REPORT
Judson Milam, Moderator

In addition to the items mentioned below the last two months in the life of the Committee On Ministry has been highlighted by the following events: An inspiring report on TASTE, which is a program our Presbytery supports to help new clergy in the adjustments and difficulties of ministry. Jim Rissmiller is the new chair of our Professional Support Committee. The Visitation Committee continues in their never ending task of visitation. Our Presbytery, along with Western Carolina, makes up the leadership team for the fall Face-to-Face event in Raleigh

in October. And, ...we are working on the possibility of an Interim Minister's Workshop for the first part of 1992.

Since the Committee On Ministry deals with such a wide diversity of matters, which are very important to many, many people, we are constantly concerned with updating and revising our procedures. If you have thoughts or suggestions along these lines, please do not hesitate to share them.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTIONS:

The following actions of the Committee On Ministry regarding ministers transferring to other presbyteries were admitted to the record of Salem Presbytery as its actions:

a. The Reverend Elizabeth (Lisa) Lamb Marshall was transferred from Salem Presbytery to the Presbytery of West Virginia. Lisa has been a Member-at-Large of Salem Presbytery since her relationship with the First Presbyterian Church of Asheboro was ended. She will be transferring into West Virginia Presbytery as a Member-at-Large. The effective date is August 20, 1991.

b. The Reverend Danny M. Sharpe was transferred from Salem Presbytery to the Presbytery of Eastern Virginia so that he may accept the position of pastor at the Faith Presbyterian Church in Newport News, VA., and the relationship between Danny and the Greenwood Church of Reidsville was dissolved effective August 31, 1991.

c. The Reverend William (Bill) David Carmines was transferred from Salem Presbytery to the Presbytery of Tropical Florida so that he

may accept the Call of the Central Presbyterian Church of Miami as Associate Pastor, and the relationship between Bill and the Siler City Presbyterian Church was dissolved effective August 25, 1991.

d. The Reverend Jack Ragland, Member-at-Large, was transfered from Salem Presbytery to Ohio Valley Presbytery as a Member-atd-Large. Jack lives in that area and participates in the work of that Presbytery.

e. The Reverend James Eller was transferred from Salem Presbytery to New Hope Presbytery so that he may accept the call as Associate Pastor at the First Presbyterian Church of Raleigh; and the relationship between Jim and the Alamance Church was dissolved effective November 30, 1991.

INTERIM SUPPLY RELATIONSHIPS

ACTIONS:

The following actions of the Committee On Ministry regarding Interim Supply Relationships were admitted to the record of Salem Presbytery as its actions:

a. The Reverend Clark Porter and the Whispering Pines Presbyterian Church of Asheboro to continue in their interim supply relationship for the months of July, August, and September, 1991.

b. The Reverend Donald Price to serve as Interim Supply of the First Presbyterian Church of Boone for a period of six months beginning August 1, 1991. This agreement may be terminated by either party with a thirty-day notice.

c. The Reverend Dr. Tom Anderson to continue in his relationship as Interim Supply of the Vandalia Presbyterian Church of Greensboro for a period of six months from September 18, 1991, to March 17, 1992. Either party may terminate this agreement with a thirty-day notice.

STATED SUPPLY RELATIONSHIP

ACTIONS:

The following actions of the Committee On Ministry regarding Stated Supply relationships were admitted to the record of Salem Presbytery as its action:

a. The Reverend Jann Briscoe Flagg to serve as Stated Supply and Moderator of the Session of the Cleveland Presbyterian Church for a six-month period, beginning August 18, 1991. The request is for a one-quarter time position in conjunction with the Cluster of Churches program in the Statesville area.

b. The Reverend Allen Stimpson, an A.M.E.Zion minister, to serve as Stated Supply of the First Presbyterian Church of Boonville for a period of six months, beginning July 1, 1991.

c. The Reverend George E. Campbell to serve as Stated Supply and Moderaor of the Session of the Elmwood Presbyterian Church of Statesville for a one-year period, beginning September 1, 1991.

HONORABLE RETIREMENT

ACTIONS:

a. Presbytery approved the honorable retirement of the Reverend Edwin C. Brammer of the First Presbyterian Church of Reidsville effective December 31, 1991; and a service of retirement will be planned for Ed at the February, 1992, meeting of Presbytery.

b. Presbytery approved the honorable retirement of the Reverend James Henry Banbury of the Highland Presbyterian Church of Winston-Salem, NC, effective December 31, 1991; and a service of retirement will be planned for Jim at the February, 1992, meeting of Presbytery.

c. Presbytery approved the honorable retirement of the Reverend Frank Davison effective November 1, 1991; and a service of retirement will be planned for Frank at the February, 1992, meeting of Presbytery.

d. Presbytery approved the honorable retirement of the Reverend William Varker effective January 31, 1992; and a service of retirement will be planned for Bill at the February, 1992, meeting of Presbytery.

APPOINTMENT OF MODERATORS

ACTIONS:

The following actions of the Committee On Ministry were admitted to the record of Salem Presbytery as its action:

a. The Reverend Jesse Bledsoe was appointed Moderator of the Session at the Danbury Presbyterian/Methodist Church of Danbury, NC.

b. The Reverend Robert Bryant was appointed Moderator of the Session at the Yanceyville Presbyterian Church of Yanceyville, NC.

c. The Reverend Harold Waldruff was appointed Moderator of the Session of the Greenwood Presbyterian Church of Reidsville, NC.

d. The Reverend James Rissmiller was appointed Moderator of the Session of Siler City Presbyterian Church of Siler City, NC.

e. The Reverend Donald Price was appointed Moderator of the Session of the First Presbyterian Church of Boone, NC.

f. The Reverend Steve Snipes was appointed Moderator of the Session of the Love Valley Presbyterian Church of Love Valley, NC.

PERMISSION TO LABOR OUTSIDE THE BOUNDS

ACTIONS:

a. The Reverend Hugh Reid Montgomery was granted permission to Labor Outside the Bounds of Salem Presbytery, inside the bounds of Charlotte Presbytery, for the purpose of teaching at the University of North Carolina in Charlotte.

b. The Reverend Max Deal was granted permission to Labor Outside the Bounds of Salem Presbytery, inside the bounds of Charlotte Presbytery, for the purpose of serving as interim pastor at the Cornerstone Presbyterian Church in Cabarrus County.

PERMISSION TO LABOR INSIDE THE BOUNDS

ACTION:

a. The Reverend George E. Campbell of Charlotte Presbytery was given permission to Labor Inside the Bounds of Salem Presbytery for the purpose of serving as Stated Supply of the Elmwood Presbyterian Church of Statesville, NC.

COMMITTEE ON PREPARATION FOR MINISTRY
Z. N. Holler, Moderator

The Committee On Preparation for Ministry met on August 27, 1991 for its regular meeting where we approved Frederick A. Beck for candidacy.

ACTION:

Having completed the necessary period of inquiry under the guidance and in covenant relationship with the Committee On Preparation For Ministry, Fred Beck was examined and received as a candidate for the ministry of Word and Sacrament under the care of Salem Presbytery.

RECOGNITION OF KATY REED

John Handley led the Presbytery in Prayers of Intercession. On behalf of Presbytery, John Handley presented The Rev. Catherine J. (Katy) Reed a certificate of appreciation for 25 years of service as an ordained minister.

CHURCH DEVELOPMENT DIVISION

CHURCH DEVELOPMENT COMMITTEE
Steve Hundley, Moderator

MISSION DESIGN STATEMENT:

The Church Development Committee has completed a **Mission Design** Statement for New Church Development which includes "Biblical and Theological Considerations" and "A Philosophy of Mission in Church Development".

NEW CHURCH DEVELOPMENT:

The Church Development Committee has completed a comprehensive New Church Development Strategy for Salem Presbytery through James M. Earhart, CHURCH PLANNING CONSULTANTS GROUP, Atlanta, Georgia. (The Committee will be reporting on this study today!) The study will point out five (5) areas of Salem Presbytery of high growth with the potential for new church development. These five areas are: Guilford County; Southeastern Rowan County; Northwestern Forsyth County; Southcentral Iredell County and Southwestern Stokes County.

KOREAN CHURCH PROPERTY:

The purchase of the Stagecoach Trail Property for the First Korean Presbyterian Church has not been completed. We are still waiting the decision of the city of Greensboro concerning Painter Boulevard, which may or may not run through the property.

REDEVELOPMENT:

We are continuing to work with the Cameron Presbyterian Church as they near the completion of their new church. The work has been delayed because of a fire at Statesville Stained Glass, the company providing the windows. They still hope for a fall date to begin using the building.

We have been exploring the possibility of merging two churches in High Point--Randolph and Brentwood. After completing a demongraphic commentary in Brentwood/Randolph area, through Church Planning Consultants of Atlanta, we could not find an area within a five mile radius of the two churches that showed a potential for growth or the potential that would justify relocation. Bob Oates of the Church Development Committee will continue to work with the two churches while they study other possibilities.

We are exploring the possibility of Redevelopment with several other churches in Salem Presbytery, but have no recommendation concerning such churches at this time.

ACTIONS:

1. The Presbytery received for information and study the New Church Development Strategy for Salem Presbytery.

2. The Mission Design for Church Development was returned to the Committee with a page of proposed amendments, for further consideration.

3. The following steering committee was elected to begin site selection and the preliminary steps in starting a New Church Development Project in the Northern Greensboro area: Mr. & Mrs. J. E. Bear, III, Bonnie Burkette, Owen Cooke, Bill Hylton, Don Lannon, and Sam Zealy.

4. Any funds left in the 1991 working budget will be transferred to CDC Account #436400 for 1992, so that it might be used for new church development in the Greensboro area.

SMALL CHURCH SUPPORT COMMITTEE
Bill Sosebee, Moderator

ACTION:

Salem Presbytery approved the request of the Small Church Support Committee and the Danbury Community Church to call a minister to serve 3/4 time as pastor of the Danbury Community Church and 1/4 time as Small Church Specialist for Salem Presbytery. The position description previously described in the report defines the specifics of the call (see Appendix F, pp. 227-232).

Book of Order Provision G-14.0202(2)

I have consulted with the Rev. Mr. Paul Woodall, pastor of the Bethel Church (McLeansville) satisfying the requirements of the Book of Order G-14.0202(2) whereby the congregation voted August 11, 1991, not to abide by the provisions of G-14.0201. They have done this annually for a number of years since they have one lifetime elder not subject to their normal rotary system of classes.

Sessional Records Guidelines

Clerks of Session should study carefully the following guidelines adopted by Salem Presbytery. Review your 1990 Minutes and records accordingly. The dates for Presbytery Review in your section will be announced by letter to Clerks and Ministers.

Guidelines for Evaluation
of Sessional Records

Minutes and Records

Each session shall keep a full and accurate record of its proceedings which shall be submitted at least once each year to the presbytery for its general review and control. (G-11.0103x, D-3.0300.)

Record the date, time, and place of each meeting: the names of the Moderator and the elders present and the names of the absentees.

Record the opening and closing of each meeting with prayer.

At Stated Meetings, the minutes of the preceding meeting(s) shall be read and approved.

The minutes should show the election of representatives to Presbytery and their reports on attendance and diligence.

The record of each meeting is to be duly attested by the Clerk.

The minutes shall state the composition of the session with regard to racial ethnic members, women, men, and age groups, and how this corresponds to the composition of the congregation.

Minutes and other official records of the session shall include minutes of congregational meetings and records of the board of deacons and the board of trustees of the particular church.

Every session shall maintain rolls of members as defined by G-5.0200, and registers as provided below (G-10.0302). Minutes should indicate at least annual updating and review by the Session.

a. Membership Rolls. The names of the members shall be placed upon, removed, or deleted from the rolls of the church only by order of the session whenever the session is fully satisfied that such action is justified.

   (1) Baptized Members' Roll. The baptized members' roll shall list the names of those persons baptized in the particular church who have not made a profession of faith in Jesus Christ as Lord and Savior, and children of active members or of ministers of the Word and Sacrament related to the particular church, when such children have been baptized elsewhere.

(2) Active Members' Roll. The active members' roll shall list the names of those who have been received into the membership of the church and who are active in the church's work and worship. The number of members on this roll shall be reported to the General Assembly An active member who has temporarily moved from the community may become an affiliate member of another church of this denomination or of a denomination in correspondence with the General Assembly, in which case the session may issue a certificate of good standing. (G-15.0201.) The certificate shall be directed to a particular church named therein, shall commend the member to its pastoral care and shall be valid for two years. Upon the issuance of the certificate, the session shall retain the name of the member on the active roll of the church until the person is received into membership in the other church.

When a member moves and can no longer be active in the work and worship of the church of membership, it shall be that person's duty to become an active member of a church in the community where that person is living. The session of the church of membership shall inform the person of this duty as soon as practicable and shall notify a church in the new community and request it to provide pastoral care with a view to membership. In addition, notice shall be sent to either the presbytery office or to the stated clerk of the presbytery or both.

(3) Inactive Members' Roll. The inactive members' roll shall list the names of those who have been removed from the active members roll because of their failure, in the judgment of the session, to participate in the church's work and worship. No member shall be transferred from the active to the inactive roll until that member shall have failed intentionally to participate in the work and worship of the church for a period of one year and until the session shall have made diligent effort to discover the cause of the member's nonparticipation and to restore the member to activity in the church's work and worship. Any member whose name is so transferred shall be notified of this action.

A nonresident member to whom the notice required above has been given may after one year be placed on the inactive members' roll. The session shall then advise the person at the last known address to request a certificate of transfer to a Christian church in the community of residence.

(4) Affiliate Members' Roll. The affiliate members' roll shall list the names of those who have been received into affiliate membership by the session and who are active in the church's work and worship. Affiliate membership must be renewed every two years.

c. Registers. The session shall keep complete registers of:

(1) Marriages, including marriages of all members of the church, all marriages conducted by the ministerial staff of the church, and all marriages performed on church property.

(2) Baptisms

(a) Infant Baptism. Include name, parents' names, and date of birth of those being baptized and the names of persons presenting the children for baptism.

(b) Adult Baptisms. Include name, parents' names, and date of birth of those being baptized.

(3) Elders, with the name of the church in which each was ordained, the date of ordination, terms of active service, and the record of removals.

(4) Deacons, with the name of the church in which each was ordained, the date of ordination, terms of active service, and the record of removals.

(5) Pastors, co-pastors, associate pastors, assistant pastors, interim pastors, stated supplies, and parish associates serving the church, with dates of service.

Salem Presbytery

Checklist for review of Sessional records

	Approve	Exception
1. Was there a record of the date, time, and place of each meeting?	_____	_____
2. Were the names of Moderator, elders present and absent listed?	_____	_____
3. Was the practice of opening and closing meetings with prayer recorded?	_____	_____
4. Were Minutes of preceding meeting(s) subtitled and and approved for each such meeting?	_____	_____
5. Did the Minutes show both the election and the reporting back to Session of Commissioners to Presbytery?	_____	_____
6. Were the Minutes of each meeting attested with the signature of clerk?	_____	_____
7. Was the <u>composition of the Session</u> recorded as to:		
- racial ethnic members	_____	_____
- women members	_____	_____
- men members, and	_____	_____
- age groupings	_____	_____
as compared to those same categories in the <u>congregation at large</u>?		
- racial ethnic members	_____	_____
- women members	_____	_____
- men members, and	_____	_____
- age groupings	_____	_____
8. Were Minutes of Congregational Meetings included in the Session Minute book?	_____	_____
9. Was review of the records of the Deacons (if applicable) indicated?	_____	_____
10. Was review of the records of the Trustees indicated?	_____	_____
11. Do the Sessional Records indicate that the following rolls are being maintained?		
(1) Baptized members	_____	_____
(2) Active members	_____	_____
(3) Affiliate members	_____	_____
(4) Inactive members	_____	_____

12. Do the Sessional Records indicate that the following registers are being maintained?

(1) Marriages	_____	_____
(2) Baptisms	_____	_____
(3) Elders	_____	_____
(4) Deacons	_____	_____
(5) Pastors (w/dates of service)	_____	_____

13. Were records adequate in describing the background and business transacted? _____ _____

_____
Reviewer

Upcoming Meetings of Presbytery

February 1, 1992, Seeking a host church....maybe yours?
April 28, 1992, Seeking a host church....maybe yours?

NOMINATING COMMITTEE
Malcolm Bullock, Moderator

The Nominating Committee has worked hard to fill vacancies to get the committee structure to full strength. Following Salem Presbytery adopted guidelines, the Committee presented the Principal Commissioners and the Youth Advisory Delegate for the 1992 General Assembly. The 1991 Alternates are automatically nominated as the 1992 Principals.

ACTION:

Salem Presbytery elected the following persons as Principal Commissioners to the 204th General Assembly (Milwaukee):

Ministers

Mary Boyd Click - Pastor, El Bethel
Connell Osborne - Chaplain, Major Air Force
Robert M. Matthews - Pastor, Fieldstone
Henry J. Keating - Associate Pastor, Winston-Salem, First

Elders

Carl Treleaven - Starmount
Robert A. Edwards - Flat Rock
Graham Lynch, III - Winston-Salem, First
Elinor Swaim - Salisbury, First

ACTION:

Salem Presbytery elected the following Youth Advisory Delegate to the 204th General Assembly:

Sara Terry - Clemmons

The 1992 Alternates including Ministers, Elders, and Youth Advisory Delegate will be presented at the February 1, 1992, Salem Presbytery meeting.

ACTION:

Salem Presbytery elected the following nominees to fill vacancies in the structure as stated.

Council

Class of '94 At Large Members
Mr. N. N. Fleming
Rev. Chip Steele

Adult Ministry

Class of '94
Mr. Edward Powers
Mrs. Delores Spielman

Budget and Finance

Moderator: John Milholland

Class of '94
Rev. Don Lannon
Mr. Dana Bamford
Mr. Dick Orr
Mr. Jim Lowe

Camp Grier Committee

Class of '93
Mr. Robert Habershaw

Class of '94
Rev. Guy Hunt
Mr. Phifer Johnson

Camp New Hope

Moderator: David Anderson

Class of '94 Program Sub-Committee
Mr. Bill Chase
Ms. Darryl Ray

Class of '94 Property Sub-Committee
Mr. Reggie Blackburn
Mr. Julian Blaylock

Children's Ministry

Moderator: Mrs. Becky Lee-Andrews

Class of '93
Ms. Avys Massey
Ms. Darlene Lytton

Class of '94
Mrs. Susan Cain
Mrs. Paige Tolar

Church Development

Moderator: Bill Hylton

Class of '94
Rev. David Lee-Andrews

Communications

Moderator: Rev. David Lee-Andrews

Class of '94
Mrs. Lovie McBryde

Criminal Justice

Moderator: Rev. Ann Jahnes

Class of '94
Mr. Stan Dixon
Mr. Al McAlexander

Ecumenical Relations

Moderator: Rev. Robert O. Freeman

Class of '94
Rev. Robert O. Freeman

Educational Ministry

Moderator: Mr. Fred Ward

Class of '94
Ms. Betty Anne Ellington

Evangelism

Moderator: Linda Thurston

Class of '92
Ms. Anne Smith

Class of '94
Mrs. Linda Thurston
Rev. Robert Howard
Rev. Rus Ritchel

Examinations

Moderator: Rev. Steve Shive

Class of '94
Mrs. Cecelia Montaque
Ms. Jane Miller
Rev. Russ Ward

Goals and Evaluations

Moderator: Darlene Young

Class of '94
Rev. William Wrenn
Mr. Tom Harrell
Ms. Darlene Young

Higher Education

Moderator: Mr. Milton Spann

Class of '94
Rev. James Henderson
Mr. Jim Van Hecke

Hunger

Moderator: Mr. Charles Cameron

Class of '94
Rev. Hank Keating
Ms. Daisy Keaton
Ms. Barbara Clawson
Rev. Clyde Cook

International Mission

Moderator: Mr. Robert Pittard

Class of '94
Ms. Marsha Mutch

Ministry Committee

Moderator: Rev. Laura Spangler

Class of '94
Rev. James Dickens
Mr. Jack Trawick
Mr. William Ducker
Mrs. Elinor Swaim
Rev. Phyllis Kort
Rev. Laura Spangler
Mr. Bob Hartsell
Mr. Thomas Vinson

Outdoor Ministries

Division Moderator: Mr. Don Howie

Class of '94 - At Large Member
Rev. Sam Fudge

Peacemaking

Moderator: Rev. Chris East

Class of '92
Rev. Chris East

Class of '94
Ms. Rebecca Carter
Mr. Horace Penn

Personnel

Moderator: Ms. Rosa Yourse

Class of '93
Rev. Ed Lewis

Class of '94
Rev. Jerry Shetler
Mrs. Eleanor Bradshaw
Mr. Park Davidson

Preparation for Ministry

Moderator: Rev. David Daniel

Class of '94
Mr. Ed Carter
Rev. Kermit Dancy
Rev. Jean Rodenbough

Professional Development

Moderator: Rev. Lucius Gray

Class of '94
Ms. Betty Ellington
Rev. Lucius Gray
Ms. Greta Conner

Racial Ethnic

Moderator: Sam Stevenson

Class of '94
Ms. Lib Lanier
Rev. Paul Ryoo

Representation

Moderator: Ms. Martha Smith

Class of '94
Mr. Bill Buie
Mrs. Martha Smith
Ms. Myrtle Stevenson

Resource Centers

Moderator: Rev. Steve Snipes

Class of '94
Ms. Sara Frances Thompson
Mr. Parks Williams
Ms. Eleanor Godfrey

Singles

Moderator: Ms. Mary Lou Lee

Class of '94
Ms. Suzy Marion
Mr. Mike Smith
Ms. Lainie Cienek

Small Church Support

Moderator: Rev. William Hayes

Class of '94
Rev. David Henry
Rev. William Hayes
Ms. Hazel McNeely

Social Justice

Moderator: Rev. David Partington

Class of '94
Mrs. Gayl Knox
Mr. Thomas Duckwall
Mr. Richard Wharton
Rev. David Partington

Spiritual Formation and Enrichment

Moderator: Rev. Frank Allen

Class of '94
Rev. Frank Allen
Ms. Pat Scheible

Stewardship Education

Moderator: Rev. Bob Fiedler

Class of '94
Mr. Byron Wolfe
Dr. Richard Miller
Mr. Julius Fulmore

Women's Ministry

Moderator: Rev. Jann Flagg

Class of '94
Ms. May Helen Byers
Rev. Jamie Pharr
Mr. Jackie Wilson

Music and Worship

Moderator: Ms. Margaret Marks

Class of '94
Ms. Sally Gant
Ms. Margaret Gill
Ms. Lynda Jolly

Youth Ministry

Moderator: Ms. Dottie Metropol

Class of '94
Ms. Dottie Metropol
Ms. Brenda Granderson

STANDING COMMITTEES

BILLS & OVERTURES COMMITTEE
Z. N. Holler, Moderator

The resolution of the Bixby Session concerning tobacco stocks was answered in the negative. Presbytery postponed discussion of the resolution from First, Winston-Salem on the Sexuality Report and Book of Order Committee response until the next meeting of Presbytery.

RESOLUTIONS COMMITTEE

Rosa Yourse presented and Presbytery adopted the following resolution.

ACTION:

Presbytery approved the following resolution and included it as a part of the Minutes of this Twelfth Stated Meeting of Salem Presbytery.

RESOLUTION OF THANKS

Whereas, the session, pastor, and congregation of Trinity Presbyterian Church accorded to Salem Presbytery a warm and gracious welcome, with the help of a multitude of cheerful volunteers, who helped us park, register, and locate life's necessities, we thank them for tempting snacks and a delicious lunch which they prepared and served with remarkable speed,

And whereas, Moderator Ivan Lowery, with efficiency, expediency, and finesse presided over the Twelfth Stated Meeting of Presbytery,

And whereas, the worship leaders reminded us of our diversity as persons, but oneness in Christ and the midday worship inspired us to seek openness to the presence of the Holy Spirit,

Be it therefore resolved that the Salem Presbytery give thanks for God's presence and guidance of our meeting, and for the hard work and care the members of Trinity Presbyterian Church, Salisbury, North Carolina, dedicated to making today a success. Let the people say, AMEN.

Respectfully submitted,

Rosa Yourse, Chairman

ADJOURNMENT AND BENEDICTION

There being no further business, the Twelfth Stated Meeting of Salem Presbytery was adjourned at 3:21 p.m. with prayer by Moderator Ivan Lowery.

Attested:

John M. Handley

John M. Handley
Stated Clerk

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
October 1, 1991

A. Supporting information on incoming ministers

1. Worth N. Watts

a. Terms of Pastoral Call of the Glenwood Church
b. Installation Commission request

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Shawn Edwin Barkley as Pastor at Crestwood Church
2. Steven Wakefield Dyer as Associate Pastor at Graham Church
3. James E. Layman as Pastor at Starmount Church
4. Larry Eugene Summey as Pastor at Franklin Church
5. Kellie Elizabeth Weekley as Pastor at Lansing Church and Associate Pastor at Mt. Jefferson Church

Reference: Information

C. Resolution from the Bixby Church

Reference: Bills & Overtures Committee

D. Resolution from Winston-Salem, First Church

Reference: Bills & Overtures Committee

E. Action satisfying requirement of Book of Order G-14.0202(2) by the Bethel Church (McLeansville), August 11, 1991

Reference: Stated Clerk's Report

F. Request for Honorable Retirement from Frank A. Davison

Reference: Committee on Ministry

G. Notice of reception of Back Creek Church and Rev. J. Alexander Coblentz into Central Carolina Presbytery, Evangelical Presbyterian Church

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

ORDINATION AND INSTALLATION OF SHAWN EDWIN BARKLEY AS PASTOR OF THE CRESTWOOD PRESBYTERIAN CHURCH, HIGH POINT

The Commission appointed by Salem Presbytery to ordain and install Shawn Edwin Barkley as Pastor of Crestwood Presbyterian Church, met at the Crestwood Church on July 21, 1991, at 3:37 p.m. The meeting was called to order by Charles R. Carter. The prayer was offered by Charles R. Carter. The following members were present: Ministers Charles R. Carter, David Partington, and Philip R. Gehman; Elders Rachel D. Wiles and Ruth B. Lenger. Charles R. Carter was elected Moderator, and Ruth B. Lenger, Clerk of the Commission. Guest Ministers William R. Young from Transylvania Presbytery and H. Fleet Powell, Jr., of Presbytery of the Peaks; and guest Elders Dwight G. Barkley of First Presbyterian Church of Richmond, Kentucky, Transylvania Presbytery, Roxanne Maffitt, Towson Presbyterian Church of Baltimore Presbytery, and Jerry W. Houchens, Staff, General Assembly, were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Jerry W. Houchens preached the sermon using as his text Judges 19:16-21 and his topic, "The Wayfarer". Charles R. Carter propounded the constitutional questions to the minister. Rachel D. Wiles propounded the constitutional questions to the congregation. David C. Partington offered the prayer of ordination and installation. Shawn Edwin Barkley was declared duly ordained and installed as Pastor of Crestwood Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). William R. Young charged the Pastor, and Philip R. Gehman charged the congregation.

Shawn Edwin Barkley, the newly ordained and installed Pastor pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Shawn Edwin Barkley.

ORDINATION AND INSTALLATION OF STEVEN WAKEFIELD DYER AS ASSOCIATE PASTOR OF THE GRAHAM PRESBYTERIAN CHURCH, GRAHAM

The Commission appointed by Salem Presbytery to ordain and install Steven Wakefield Dyer as Associate Pastor of Graham Presbyterian Church, met at Graham Presbyterian Church on August 25, 1991, at 10:30 a.m. The meeting was called to order by William C. Weckerly. The prayer was offered by William C. Weckerly. The following members were present: Ministers William C. Weckerly, Carter Gillespie; Elders Elaine T. Drye, A. H. Patterson, Jr., and Eugenia G. Pruitt. William C. Weckerly was elected Moderator, and Eugenia G. Pruitt, Clerk of the Commission. Guest Ministers Donald Grady and W. W Peters of East Tennessee Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. W. W. Peters preached the sermon using as his text Revelation 3:14-22 and his topic, "What the Spirit Is Saying to the Church". William C. Weckerly propounded the constitutional questions to the congregation. Steven Wakefield Dyer was declared duly ordained and installed as Associate Pastor of Graham Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) Carter G. Gillespie charged the Associate Pastor, and Elaine T. Drye charged the congregation.

Steven Wakefield Dyer, the newly ordained and installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Carter G. Gillespie.

INSTALLATION OF JAMES E. LAYMEN AS PASTOR OF THE STARMOUNT CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to install James E. Layman as Pastor of Starmount Presbyterian Church, met at Starmount Church on July 28, 1991, at 10:00 a.m. The meeting was called to order by Dr. John Handley. The prayer was offered by Dr. Cynthia Higgins. The following members were present: Ministers Cynthia Higgins, John Handley, Allen B. Layman, Joseph Mullin; Elders Robert Pittard and C. B. Corey. John Handley was elected Moderator and Robert Pittard, Clerk of the Commission. Guest Elder Kay Layman of First Presbyterian Church, John Calvin Presbytery, was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 10:00 a.m., the Moderator presiding. Joseph Mullin preached the sermon using as his text Mark 7:1-8 and his topic, "Honor Christ with Your Heart". John Handley propounded the constitutional questions to the minister and the congregation. Robert Pittard offered the prayer of installation. James E. Layman was duly installed as Pastor of Starmount Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Allen Layman charged the Pastor, and Robert Pittard charged the congregation.

James E. Layman, the newly installed Pastor pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by John Handley.

INSTALLATION OF LARRY EUGENE SUMMEY AS PASTOR OF FRANKLIN PRESBYTERIAN CHURCH, SALISBURY

The Commission appointed by Salem Presbytery to install Larry Eugene Summey as Pastor of Franklin Presbyterian Church, met at the Franklin Presbyterian Church on September 15, 1991, at 6:45 p.m. The meeting was called to order by Judson Milam. The prayer was offered by William Long. The following members were present: Ministers Judson Milam, William Long, Chris Zorn; Elders Ray Penly, Sylvia Harrell, and Telka Hall. Judson Milam was elected Moderator and Chris Zorn, Clerk of the Commission. Guest Elder J. Beatty Williams, Jr. of Riverside Church of St. Augustine Presbytery, was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Worship was led by William F. Long. Judson Milam preached the sermon using as his text Matthew 10:5-20, and his topic, "When At First You Don't Succeed". Judson Milam propounded the constitutional questions to the minister. Telka Hall propounded the constitutional questions to the congregation. J. Beatty Williams, Jr. offered the prayer of installation. Larry Eugene Summey was duly installed as Pastor of the Franklin Presbyterian Church according the Constitution of the Presbyterian Church (U.S.A.). Chris Zorn charged the Pastor, and Telka Hall charged the congregation.

Larry Eugene Summey, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Chris Zorn.

ORDINATION AND INSTALLATION OF KELLIE ELIZABETH WEEKLEY AS PASTOR OF THE LANSING PRESBYTERIAN CHURCH, LANSING AND ASSOCIATE PASTOR OF THE MOUNT JEFFERSON PRESBYTERIAN CHURCH, WEST JEFFERSON

The Commission appointed by Salem Presbytery to ordain and install Kellie Elizabeth Weekley as Pastor of the Lansing Presbyterian Church and Associate Pastor of the Mount Jefferson Presbyterian Church, met at the Lansing Presbyterian Church on September 8, 1991, at 3:30 p.m. The meeting was called to order and prayer was offered by Kermit Dancy. The following members were present: Ministers Kermit W. Dancy, Jim Frazier, Carter Shelley; Elders Bill

Rettew and Jennette Paisley. Kermit Dancy was elected Moderator and Jennette Paisley, Clerk of the Commission. Guest Ministers Robert K. Bondurant of West Virginia Presbytery and James P. Hall of East Tennessee Presbytery and Guest Elders Sharon Tomlin, Billie Jo Nostran, and Doris Gladney of Second Presbyterian Church of Huntington, West Virginia, were welcome and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Robert Bondurant preached the sermon using as his text Ezekiel 37:1-10 and his topic, "Can These Bones Live". Kermit Dancy propounded the constitutional questions to the minister. James Hall offered the prayer of ordination and installation. Kellie Elizabeth Weekley was duly ordained and installed as Pastor of the Lansing Presbyterian Church and Associate Pastor of the Mount Jefferson Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Jennette Paisley charged the Pastor and Carter Shelley charged the congregation.

Kellie Elizabeth Weekley, the newly ordained and installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Robert Bondurant.

SCHEDULE OF MISSION RECEIPTS

PIN # 150-584
Salem Presbytery

Date:August 31, 1991

DESCRIPTION	SPECIAL OFFERINGS AND SPECIAL GIVING BEYOND ADOPTED BUDGETS			UNIFIED GIVING AND SELECTED GIVING FOR ADOPTED BUDGETS			TOTAL MISSION RECEIPTS		
	1989	1990	1991	1989	1990	1991	1989	1990	1991
January	2,414	19,630	27,127.45	59,670	65,379	157,475.89	62,084	85,009	184,603.34
February	15,977	17,383	20,447.97	121,091	121,630	108,206.89	137,068	139,013	128,654.86
March	16,489	27,777	18,516.00	158,330	253,171	137,418.03	174,819	280,948	155,934.03
April	41,499	14,763	46,966.10	217,785	117,778	164,837.07	259,284	132,541	211,803.17
May	22,532	46,095	24,036.15	132,880	125,758	178,428.74	155,412	171,853	202,464.89
June	21,694	33,638	22,625.30	128,675	249,021	159,839.57	150,369	282,659	182,464.87
July	15,751	9,473	19,750.62	204,882	113,058	141,813.26	220,633	122,532	161,563.88
August	18,828	29,876	12,145.12	118,059	133,614	112,460.21	136,887	163,490	124,605.33
September	12,743	6,882		159,260	83,536		172,002	90,418	
October	35,228	14,251		184,967	177,992		220,195	192,243	
November	24,528	23,073		130,171	193,496		154,699	216,569	
December	76,727	81,180		295,133	226,213		371,860	307,393	
TOTAL RECEIPTS	304,409	324,021	191,614.71	1,910,902	1,860,648	1,160,479.66	2,215,311	2,184,669	1,352,094.37
BUDGETED MISSION RECEIPTS				1,970,359	1,972,834	2,000,000.00			2,000,000.00
CLASSIFICATION OF MISSION RECEIPTS									
Giving for Adopted Budgets									
Unified Giving				1,769,222	1,708,415	979,385.72	1,769,222	1,708,415	979,385.72
Selected Giving				141,681	152,233	181,093.94	141,681	152,233	181,093.94
Giving beyond Adopted Budgets									
Special Offerings	113,940	131,707	82,837.66				113,940	131,707	82,837.66
Selected Giving	190,469	192,314	108,777.05				190,469	192,314	108,777.05
YTD SUMMARY OF ACTUAL RECEIPTS									
Percentages				51.935%	53.010%	52.401%			
Dollars				1,023,312	1,045,797	1,048,028.95			

SALEM PRESBYTERY

FINANCIAL STATEMENTS

DECEMBER 31, 1990

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INDEPENDENT AUDITOR'S REPORT

The Council of Salem Presbytery
Clemmons, North Carolina

We have audited the accompanying balance sheets of the General Fund, Restricted Fund, Loan and Grant Fund and Plant Fund of Salem Presbytery as of December 31, 1990, and the related statements of support, revenue, expenses and changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the Presbytery's management. Our responsibility is to express an opinion on these financial statements based on our audit. We did not audit the financial statements of Camp Grier, Camp New Hope and Presbyterian Point, which represent 92% of the assets of the Plant Fund. Those financial statements were audited by other auditors whose reports thereon have been furnished to us, and our opinion, insofar as it relates to the amounts included for Camp Grier, Camp New Hope and Presbyterian Point, is based solely on the report of the other auditors.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit and the reports of other auditors provide a reasonable basis for our opinion.

In the opinion of the auditors of Camp New Hope and Presbyterian Point, referred to in the preceding paragraph, the financial statements do not present fairly the financial position of these Camps as of December 31, 1990, in conformity with generally accepted accounting principles. These two Camps do not give recognition to depreciation of plant assets. The assets of these two camps represent 79% of Salem Presbytery's Plant Fund assets. We believe the effects of not providing depreciation to be material to the accompanying balance sheet of the Plant Fund and the related statements of support, revenue, expenses and changes in fund balances and cash flows.

The departure from generally accepted accounting principles discussed in the preceding paragraph does not have an effect on the financial statements of the General Fund, the Restricted Fund and the Loan and Grant Fund.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the General Fund, Restricted Fund and Loan and Grant Fund of Salem Presbytery as of December 31, 1990, and the results of its operations and cash flows for the year then ended in conformity with generally accepted accounting principles. In our opinion, because of the effects of the matter discussed in the preceding paragraphs, the balance sheet and statements of support, revenue, expenses, and changes in fund balances and cash flows of the Plant Fund of Salem Presbytery do not present fairly its financial position as of December 31, 1990 and for the year then ended in conformity with generally accepted accounting principles.

Our audits were made for the purpose of forming an opinion on the financial statements taken as a whole. The supplementary information contained on pages 14 through 15 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied in our examination of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

Witherington, Wells, Moore, Martin, P.A.

Statesville, North Carolina
November 13, 1991

Salem Presbytery

BALANCE SHEET

December 31, 1990

With Comparative Totals for 1989

	General Fund	Restricted Fund
ASSETS		
Cash and temporary investments	$ 88,108	$575,925
Receivables		
Presbyterian mission support		83,390
Notes - Note 2		33,000
From other funds	129,144	
Other	1,518	-
Total receivables	130,662	116,390
Prepaid expenses	2,564	
Property, plant & equipment - Notes 1 and 3		
Investment in camps - Notes 3 and 4	-	-
Total assets	$221,334	$692,315
LIABILITIES AND FUND BALANCES		
Payables		
Presbyterian mission support	$	$162,641
Accounts	14,697	
To other funds	-	423,364
Total liabilities	14,697	586,005
Fund balances		
Unrestricted		
Board designated	75,000	33,825
Undesignated	131,637	
Restricted - Notes 7 and 8		72,485
Investment in plant	-	-
Total fund balances	206,637	106,310
Total liabilities and fund balances	$221,334	$692,315

Loan and Grant Fund	Plant Fund	Totals (Memorandum Only) 1990	1989
$112,134	$	$ 776,167	$ 642,493
		83,390	174,861
139,948		172,948	142,426
294,220		423,364	191,852
-	-	1,518	12,696
434,168	-	681,220	521,835
		2,564	668
	65,000	65,000	73,833
-	793,860	793,860	682,318
$546,302	$858,860	$2,318,811	$1,921,147
$	$	$ 162,641	$ 202,826
		14,697	13,068
-	-	423,364	191,852
-	-	600,702	407,746
		108,825	80,000
		131,637	107,463
546,302	793,860	1,412,647	1,252,105
-	65,000	65,000	73,833
546,302	858,860	1,718,109	1,513,401
$546,302	$858,860	$2,318,811	$1,921,147

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF SUPPORT, REVENUE, EXPENSES
AND CHANGES IN FUND BALANCES

Year Ended December 31, 1990

With Comparative Totals for 1989

	General Fund	Restricted Fund
SUPPORT AND REVENUE		
Presbyterian mission support	$	$ 2,184,669
Interest income	14,107	4,623
Gifts, grants and legacies	11,782	48,889
Program receipts	11,760	-
Total support and revenue	37,649	2,238,181
EXPENSES		
Presbyterian mission support		1,104,353
Salaries and related expenses	397,476	
Occupancy & office rents	36,354	
Depreciation		
Other administrative expenses	39,932	
Program services	350,655	
Two-Cents-a-Meal Hunger Program		116,415
Other	24,174	17,035
Total expenses	848,591	1,237,803
EXCESS (DEFICIENCY) OF SUPPORT AND REVENUE OVER EXPENSES	(810,942)	1,000,378
FUND BALANCES - BEGINNING OF YEAR	187,463	327,397
TRANSFERS FROM ANTECEDENT PRESBYTERIES - Note 5	-	-
INTERFUND TRANSFERS	830,116	(1,221,465)
FUND BALANCES - END OF YEAR	$ 206,637	$ 106,310

Loan and Grant Fund	Plant Fund	Totals (Memorandum Only) 1990	1989
$	$	$2,184,669	$2,215,311
32,555		51,285	46,643
342		61,013	11,110
-	-	11,760	4,994
32,897	-	2,308,727	2,278,058
		1,104,353	1,158,999
		397,476	223,528
		36,354	25,174
	16,141	16,141	6,474
1,484		41,416	36,050
		350,655	437,795
		116,415	67,281
-	-	41,209	142,182
1,484	16,141	2,104,019	2,097,483
31,413	(16,141)	204,708	180,575
242,390	756,151	1,513,401	-
-	-	-	1,332,826
272,499	118,850	-	-
$546,302	$858,860	$1,718,109	$1,513,401

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF CASH FLOWS

Year Ended December 31, 1990

With Comparative Totals for 1989

	General Fund	Restricted Fund
CASH FLOWS FROM OPERATING ACTIVITIES:		
Excess (deficiency) of support and revenue over expenses	$(810,942)	$ 1,000,378
Adjustments to reconcile excess (deficiency) of support and revenue over expenses to net cash:		
Depreciation		
Gift of note receivable		(33,000)
Change in assets and liabilities:		
Decrease (increase) in receivables	71,335	93,116
Decrease (increase) in prepaid expenses	(1,896)	
Increase (decrease) in payables	1,629	196,327
Net cash provided (used) by operating activities	(739,874)	1,256,821
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payments received on notes receivable		
Loans to churches and individuals		
Capital expenditures	-	-
Net cash provided (used) by investing activities	-	-
CASH FLOWS FROM FINANCING ACTIVITIES:		
Proceeds from antecedent presbyteries	-	-
Net cash provided from financing activities	-	-
INTERFUND TRANSFERS	830,116	(1,221,465)
NET INCREASE IN CASH & CASH EQUIVALENTS	90,242	35,356
CASH & CASH EQUIVALENTS AT BEGINNING OF YEAR	(2,134)	540,569
CASH & CASH EQUIVALENTS AT END OF YEAR	$ 88,108	$ 575,925

Loan and Grant Fund	Plant Fund	Total (Memorandum Only) 1990	1989
$ 31,413	$ (16,141)	$ 204,708	$ 180,576
	16,141	16,141	6,474
		(33,000)	-
(293,313)		(128,862)	(379,410)
		(1,896)	(668)
(5,000)	-	192,956	407,746
(266,900)	-	250,047	214,718
19,227		19,227	20,794
(16,750)		(16,750)	(5,000)
-	(118,850)	(118,850)	(65,097)
2,477	(118,850)	(116,373)	(49,303)
-	-	-	477,078
-	-	-	477,078
272,499	118,850	-	-
8,076	-	133,674	642,493
104,058	-	642,493	-
$ 112,134	$ -	$ 776,167	$ 642,493

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

NOTES TO FINANCIAL STATEMENTS

December 31, 1990

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies of Salem Presbytery (hereinafter referred to as the "Presbytery") are described below to enhance the usefulness of the financial statements to the reader.

Fund accounting

To ensure observance of limitations and restrictions placed on the use of resources available to the Presbytery, the accounts are maintained in accordance with the principles of fund accounting. This is a procedure by which resources are classified for accounting and reporting purposes into funds established according to their nature and purpose.

The Presbytery's funds are as follows:

General Fund - this fund accounts for unrestricted resources that are available for the support and operation of the office of the Presbytery.

Restricted Fund - this fund accounts for all Presbyterian mission collections and disbursements and various donor restricted gifts.

Loan and Grant Fund - this fund accounts for resources restricted to use for loans and grants to churches and loans to individuals.

Plant Fund - this fund accounts for all property, plant and equipment owned by the Presbytery.

Plant assets and depreciation

Uses of general and other funds for plant acquisitions are accounted for as transfers to the Plant Fund. Proceeds from the sale of plant assets are transferred to the General Fund. Depreciation is provided over the estimated useful lives of the respective assets on a straight-line basis for the property, plant and equipment of the Presbytery office and Camp Grier. Camp New Hope and Presbyterian Point record no provision for depreciation which is not in accordance to Financial Accounting Standards Board Statement No. 93.

The Presbytery also may hold title to various church properties located within its boundaries for canonical purposes only. These properties are not included in the Plant Fund.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Support and revenues

Due to the voluntary nature of Presbyterian mission support received from member churches, support is recognized when received by the Presbytery, except for support received in the two weeks following the year end, which is recognized in the year intended by the member churches.

Pension plan

The Presbytery participates in a pension fund for the employees and ministers administered by the Board of Pensions of the Presbyterian Church (USA). Eligibility is determined by age, length of service and salary base. The pension expense for 1990 was $15,138 for the employees, and $18,364 for the ministers.

Comparative Total (Memorandum Only)

The total data are presented to facilitate financial analysis. The totals do not present financial position, results of operations, or changes in cash flow in conformity with generally accepted accounting principles. No consolidating or other eliminations were made in arriving at the totals; thus, they do not represent consolidated information.

Reclassifications

Certain items in the accompanying financial statements for 1989 have been reclassified in order to conform with the 1990 financial statement presentation.

NOTE 2 - NOTES RECEIVABLE

Notes receivable consist of the following at December 31:

	1990	1989
Restricted Fund		
Duke University	$ 33,000	$ -
Loans and Grant Fund		
Various churches and individuals	139,948	142,426
	$172,948	$142,426

NOTE 3 - PLANT ASSETS

Purchased plant assets are recorded at cost. Donated plant assets are recorded at fair market value at the date received, except for property, plant and equipment associated with Camps Grier, New Hope and Presbyterian Point. Related camp assets acquired from antecedent presbyteries are recorded at historical cost.

Property, plant and equipment are comprised of the following at December 31:

	1990	1989
Presbytery office, Clemmons, NC:		
Furniture and equipment	$87,615	$ 80,307
Less: accumulated depreciation	22,615	6,474
	65,000	73,833
Investment in Camps (Note 4):		
Camp Grier		
Land and improvements	73,436	54,887
Buildings and improvements	162,307	132,728
Construction in progress	-	13,998
Furniture and equipment	65,683	53,841
Total	301,426	255,454
Less: accumulated depreciation	187,634	162,759
	113,792	92,695
Camp New Hope		
Land and improvements	116,846	116,846
Buildings and improvements	285,311	241,693
Furniture and equipment	57,305	47,458
	459,462	405,997
Presbyterian Point		
Land improvements	4,301	4,301
Buildings and improvements	119,222	102,218
Furniture and equipment	97,083	77,107
	220,606	183,626
Property, plant, and equipment	$858,860	$756,151

Camp New Hope and Presbyterian Point record no provision for depreciation which is not in accordance to Financial Accounting Standards Board Statement No. 93.

NOTE 4 - INVESTMENT IN CAMPS

The Presbytery acquired joint ownership of three camps from the antecedent presbyteries:

Camp Grier - 33 1/3% ownership with the presbyteries of Western North Carolina and Charlotte;

Camp New Hope - 50% ownership with the Presbytery of New Hope; and

Presbyterian Point - 50% ownership with the Presbytery of New Hope.

The Presbytery's investment in the camps is recorded in the Plant Fund at the book value of the property, plant and equipment of each camp. Annual subsidies to each camp in excess of capital improvements are recorded as current expenditures in the General Fund.

Subsidies to each camp are as follows:

	1990	1989
Camp Grier	$ 31,460	$ 30,940
Camp New Hope	40,968	43,172
Presbyterian Point	62,552	58,364
	$134,980	$132,476

NOTE 5 - TRANSFERS FROM ANTECEDENT PRESBYTERIES

Effective December 31, 1988, the boundaries of 10 North Carolina Presbyteries were realigned to establish 5 new Presbyteries. Early in 1989, a transitional period occurred to allow the conclusion of the work of the antecedent Presbyteries and divisions of the property, plant and equipment of each Presbytery. The transfers from antecedent Presbyteries are net of subsequent obligations that arose after the disposition of assets to Salem Presbytery from the Presbyteries of Concord, Yadkin and Orange.

NOTE 6 - OFFICE LEASE COMMITMENT

The Presbytery leases its office space in Clemmons for $1,962.50 per month. The lease is classified as an operating lease and expires March 31, 1992. Minimum future rental payments due under this lease as of December 31, 1990 are as follows:

1991	$23,550
1992	5,888

NOTE 7 - RESTRICTED FUND

The restricted fund balance is comprised of the following at December 31:

	1990	1989
Church Development Fund	$ -	$272,499
Two-Cents-a-Meal Hunger Fund	66,630	48,698
Synod/Duke Building Fund	33,825	-
Hsinchu Presbytery Partnership Fund	1,115	6,200
Other	4,740	-
	$106,310	$327,397

During 1989, church development obligations to third parties arising from the antecedent Orange Presbytery were satisfied. In 1990, the remaining Church Development Fund was transferred from the Restricted Fund and added to the Church Development Loan Fund (see Note 8).

NOTE 8 - LOAN AND GRANT FUND

The loan and grant fund balance is comprised of the following funds restricted for loans and grants at December 31:

	1990	1989
General Loan Fund	$150,000	$150,000
Church Development Loan Fund	361,718	70,000
Grant Fund	31,247	19,611
Knox - Abernathy Fund	3,337	2,779
	$546,302	$242,390

NOTE 9 - ORANGE FOUNDATION ENDOWMENT FUNDS

During 1982, Orange Presbytery created the Orange Presbytery Foundation, Inc., a charitable and religious organization organized under section 501(c)(3) of the Internal Revenue Code. Orange Presbytery approved 52% of the assets of the Orange Presbytery Foundation to be distributed to Salem Presbytery. The assets should be distributed during 1991. However, during 1989 and 1990, Salem Presbytery was not in control of the assets and did not include such assets in these financial statements. At December 31, 1990, the market value of Salem's portion of these endowment funds is $76,277.

NOTE 10 - TAX EXEMPT STATUS

The Presbytery is a nonprofit organization exempt under Internal Revenue Code Section 501(c)(3). It pays neither federal nor state income taxes on related income.

SUPPLEMENTARY INFORMATION

Salem Presbytery

STATEMENT OF SUPPORT, DISBURSEMENTS AND TRANSFERS OF PRESBYTERIAN MISSION RECEIPTS

Year Ended December 31, 1990

	Actual	Budget	Actual Over (Under)
SUPPORT			
Presbyterian mission receipts from churches			
Budgeted unified & selected giving	$1,860,648	$1,972,834	$(112,186)
Non-budgeted selected giving			
Special offerings	131,707	-	131,707
Validated causes	192,314	-	192,314
Total support	$2,184,669	$1,972,834	$ 211,835
DISBURSEMENTS			
General Assembly			
Budgeted unified & selected giving			
Presbyterian mission	$ 418,243	$451,899	$(33,656)
Per capita assessments	139,952	139,952	-
Non-budgeted selected giving			
Special offerings			
One Great Hour of Sharing Offering	43,081	-	43,081
Christmas Joy Gift Offering	40,143	-	40,143
Witness Offering	19,115	-	19,115
Peacemaking Offering	3,916	-	3,916
Validated causes			
SOS Projects	15,577	-	15,577
1% theological fund	23,764	-	23,764
Blanket offering	2,538	-	2,538
Crisis relief	225	-	225
Second mile missionary support	1,500	-	1,500
Global mission	1,037	-	1,037
World hunger	3,793	-	3,793
Other special gifts	295	-	295
Synod of the Mid-Atlantic			
Budgeted unified & selected giving			
Presbyterian mission	260,879	282,194	(21,315)
Assessments	92,644	92,644	-
Non-budgeted selected giving			
Special offerings			
Mother's Day Offering	13,255	-	13,255
Thanksgiving Offering	9,929	-	9,929
Subtotals carried forward	1,089,886	966,689	123,197

	Actual	Budget	Actual Over (Under)
DISBURSEMENTS			
Subtotals brought forward	$1,089,886	$ 966,689	$123,197
Synod of the Mid-Atlantic			
Validated causes			
Disaster relief & other	358	-	358
Presbyterian Homes, Inc.	3,721	-	3,721
Lees-McRae College	1,700	-	1,700
Barium Springs Home for Children	2,799	-	2,799
Union Theological Seminary	150	-	150
Salem Presbytery			
Non-budgeted selected giving			
Special offerings			
Grandfather Home for Children	2,267	-	2,267
Validated causes			
Grandfather Home for Children	3,472	-	3,472
Total disbursements	1,104,353	966,689	137,664
TRANSFERS			
Salem Presbytery			
General Fund			
Budgeted unified & selected giving			
Presbyterian mission	948,930	1,006,145	(57,215)
Non-budgeted selected giving			
Validated causes			
Other special gifts	36	-	36
Restricted Fund			
Non-budgeted selected giving			
Validated causes			
Two-Cents-a-Meal Hunger Program	129,793	-	129,793
Hsinchu Presbytery Partnership	1,557	-	1,557
Total transfers	1,080,316	1,006,145	74,171
Total disbursements and transfers	$2,184,669	$1,972,834	$211,835

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704-872-7441

December 2, 1991

Budget and Finance Committee
Salem Presbytery
Clemmons, North Carolina

Dear Committee Members:

During the audit of the financial statements of Salem Presbytery for the year ended December 31, 1990, we encountered various problems concerning Camp New Hope and Presbyterian Point. These problems resulted in our issuance of an adverse opinion on the Plant Fund of Salem Presbytery for the year ended December 31, 1990.

BACKGROUND

As a result of the realignment of Presbytery boundaries effective December 31, 1988, the newly created Salem Presbytery acquired a 50% interest in Camp New Hope and Presbyterian Point (Camps). The Presbytery of New Hope acquired the remaining 50% interest. The financial records for these Camps are maintained by the treasurer of the Presbytery of New Hope and are audited as part of the Presbytery of New Hope. Their auditors provide us with the property, plant and equipment information for the Camps when the audited financial statements for the Presbytery of New Hope are issued. The results of operations for the Camps are provided to us by the treasurer of the Presbytery of New Hope.

EFFECTS OF STATEMENT OF FINANCIAL ACCOUNTING STANDARDS NO. 93

Effective for fiscal years beginning on or after January 1, 1990, generally accepted accounting principles require that not-for-profit organizations give recognition to depreciation of plant assets. We were aware that Camp New Hope and Presbyterian Point recorded no provision for depreciation in past years. In September 1991, we were aware that the auditors of the Presbytery of New Hope were reviewing the fixed asset records and incorrectly assumed that they were working toward compliance with Statement No. 93 for the year ended December 31, 1990.

In November 1991, the auditors for the Presbytery of New Hope informed us that the Camps would not give recognition to depreciation of plant assets for the year ended December 31, 1990. The assets of these two camps represent 79% of Salem Presbytery's Plant Fund. The effect of not providing depreciation is material to the financial statements of the Plant Fund of Salem Presbytery.

The auditors for the Presbytery of New Hope have indicated that it may be two to three years before this departure from generally accepted accounting principles is corrected.

SUMMARY

It is our understanding that the audit of the Presbytery of New Hope for the year ending December 31, 1990, did not begin until September 1991. The contracted date of completion was around November 20, 1991. We rely on the work of the other auditors and therefore cannot issue our audit report until we are provided the Camp information.

We were informed that the Camps' financial records are such an integral part of the Presbytery of New Hope that they cannot be audited apart from that Presbytery. Unless the Presbytery of New Hope will agree to have its audit earlier and give recognition to depreciation for Camp New Hope and Presbyterian Point, Salem Presbytery will continue to have its audit issued nine or more months after year end with an adverse opinion on its plant fund.

Sincerely,

Witherington, Wells, Moose & Martin, P.A.

WITHERINGTON, WELLS, MOOSE AND MARTIN, PA

wpl

SALEM PRESBYTERY

GUIDELINES FOR THE USE OF RESTRICTED HUNGER FUNDS

1. GOALS:

   a. Projects shall be directed at benefiting hungry or malnourished people, and/or encouraging their participation in planning and implementing projects.

   b. Domestic Projects. While first consideration will be given to new projects, expanding projects, and emergency situations, the Hunger Committee will consider grants for any on-going project providing food relief, once the above priorities have been addressed.

   c. International Partnerships. Priority for partnerships will be expressed in developing long-term commitments with particular programs and churches abroad.

2. CATEGORIES. All grants for direct food aid or food-related projects/partnerships will be approved under the following categories:

   a. Domestic. To help start new projects; expansion of existing project; assistance to existing programs in emergencies or in special situations; assistance to continuing programs.

   b. International. Partnerships/projects recommended by appropriate Units of the Presbyterian Church (U.S.A.).

3. FORMULA FOR DISTRIBUTION:

   International 50%

   Domestic 40%

   E.D.I. (Either Domestic or International) 5%

   Education and Promotion 5%

4. Endorsement Required

   a. Domestic. Recommendation by session of a local church. Local church involvement prior to funding is required. This involvement can be either by direct sponsorship, or by projects in partnership with others. Ecumenical involvement is encouraged, particularly when challenge grants or matching funds are utilized. Applicants must complete the application form provided by the Hunger Committee.

   b. International. Recommended by the Presbyterian Church (U.S.A.) and approval of Salem Presbytery.

5. All domestic projects will be visited by the Hunger Action Enabler or a member of the Hunger Committee. In addition, a representative from the project will be interviewed by Hunger Committee members designated by the Moderator of the Hunger Committee.

6. Domestic grants, except for emergencies, will be approved twice a year. In order to be considered for approval, applications must be received by the Hunger Committee a minimum of one month before the Hunger Committee meets to approve such grants.

7. Project grants which remain unused within one year after date of receipt, due to changing circumstances, shall be returned to Salem's Restricted Hunger Fund.

8. Recipients of project funding shall report to the Hunger Committee at the end of the funding year on the use of funds and the effectiveness of the project.

9. Hunger Fund Expenditure Approval: For both Domestic and International grants, the following policies apply:

   a. Expenditures of up to $1,000 require only Hunger Committee approval.

   b. Expenditures of $1,000 up to $5,000 must be approved by the Division of the Church in the World upon recommendation of the Hunger Committee.

   c. Expenditures of $5,000 and over must be approved by Presbytery Council upon recommendation of the Hunger Committee and the Division of the Church in the World.

10. Salem Presbytery's operating budget will fund the Hunger Action Enabler and Hunger Committee expenses.

11. Information and assistance needed to interpret information required is available through the Hunger Action Enabler (919-766-3393).

Revised 10/1/91

SALEM PRESBYTERY COMMITMENT ON ACTION AGAINST GLOBAL HUNGER

God our Creator has made the world for everyone, and desires that all shall have daily bread. God's prophets through the ages have pronounced judgment upon those who exploit and neglect the poor and the hungry. Jesus Christ our Savior identified with the world's poor and came to announce good news to them. The Holy Spirit is at work in the church, calling us to embody our Saviour's compasstion and struggle for justice. God seeks the reconciliation of peoples and nations whereby the cries of the hungry and oppressed shall be answered.

The 1987 General Assembly of the Presbyterian Church (U.S.A.) has recognized the crisis of world hunger is of such proportions that it will be with us for decades to come. The gap is widening, not only between the rich and poor countries, but also between the rich and poor within both developed and developing nations. World hunger is one of the key issues with which humankind must deal for global survival in the last decade of the twentieth century. This crisis also exists in the nineteen counties within the boundaries of Salem Presbytery where:

4 counties have from 8.8% to 10.0% poverty
11 counties have from 10.1% to 14.8% poverty
2 counties have from 14.9% to 20.0% poverty
2 counties have from 25.1% to 30.5% poverty

Therefore, in the face of the global crisis of hunger, and compelled by the Holy Spirit and by our faith in Jesus Christ, we now together affirm our commitment to this agenda for hunger action through the following:

1. Development Assistance - We shall support hunger related development assistance programs which combat hunger through integrated development and empowerment of people, in such areas as agricultural training, community organizations, economic development, nutrition education, public health and family planning.

2. Direct Food Relief - We shall provide food relief to hungry people through well-planned food assistance programs.

3. Influencing Public Policy - As Christians we shall support policy changes which will provide food for poor and hungry people at home and abroad which empower their self-development.

4. Life-style Integrity - We shall assist our members to move toward personal and corporate lifestyles which are sensitive to the reality of the earth's limited resources and the critical need of onver half the human family.

5. Education and Interpretation - We shall seek to sensitize the churches in Salem Presbytery to a Biblical and theological understanding of hunger isssues and to the dimensions of the world hunger crisis.

In response to the global crisis of hunger we commit to:

- support the work of the Hunger Committee;
- continue working with international partnerships and domestic projects by contributing generously to "Pennies for Hunger/Two Cents Per Meal";
- challenge our members to support the annual One Great Hour of Sharing and through year-round sacrificial giving;
- encourage members to work with Presbyterian and ecumenical agencies to influence public policy (i.e., Bread for the World, etc.);
- examine our life styles and change as convicted by the Holy Spirit;
- study the Biblical context for responding to the World hunger crisis.

We recognize the enormity of the task to which we are committing ourselves; yet we dare to act because we dare to hope. We who belong to the Church of our Lord Jesus now pledge to become the conscious instruments of Christ's judging and renewing action, praying that God's kingdom may come, God's will may be done that all the earth's children may be given daily bread.

Small Church and Presbytery Partnership Program

IN THE INTEREST OF TIME, PLEASE READ THROUGH THE SMALL CHURCH SUPPORT COMMITTEE'S REPORT PRIOR TO ITS BEING GIVEN AT PRESBYTERY

This report contains the following:
- General introduction of the Partnership Concept
- Description of Position
- Questions and Answers about the Position
- General Concerns
- Small Church Specialist Description
- Person Description

Who: Small Churches Seeking Ministers who will need salary support from the Small Church Support Committee in order to call a pastor.

What: Small Church and Salem Presbytery Partnership Program in which the call to the minister will be primary ministry in a small church and part-time work for Salem Presbytery as a Small Church Specialist.

When: At the beginning of a small church's search process, preferably before the Pastor Nominating Committee has been elected and the Session has approved terms of call and job description for the next pastor.

Where: The Danbury Community Church congregation has voted unanimously to increase their financial commitment from 1/2 time to 3/4 time and then adding another 1/4 of the minister's time which would be designated for presbytery work. This move by the Danbury congregation would boost them from a 1/2 time call, which has been difficult to fill, to a full time call and would mean they could have a Presbyterian minister living in their community.

Why: 1) in order to make some part-time calls into full-time calls providing small churches with a wider pool of ministers from whom to choose and cutting back on the extended pastor vacancy periods some of these churches have experienced in the past;

2) in order to get better usage of presbytery benevolence dollars by exchanging salary support dollars for minister's work for Salem Presbytery;

3) in order to more effectively cover particular areas of presbytery resourcing and support currently needed but not available due to time limitations on existing staff;

4) in order to continue to support small churches who want and need ministers who will live in their community and help them maintain their Presbyterian identity and commitment;

5) in order to encourage small churches who have the will and potential to grow and build up to self-sufficiency with the leadership of a talented and committed minister; and

6) in order to address the reality of presbytery's budget constraints and ongoing concern that Salem churches not be dependent, financial recipients.

Other Pertinent information:
30 small churches requested salary support in 1992. Not all of them received money, and almost all of them received less than they requested. At the July meeting of presbytery the minimum terms of call for ministers was increased by approximately $1000.00 for 1992. There are seven churches currently looking for ministers who will require salary support once they

have called a minister and will be looking to the Small Church Support Committee for partnership in that financial commitment.

Partnership Program

POSITION: Pastor of Danbury Community Church 3/4 time
Small Church Specialist for Salem Presbytery 1/4 time

RELATIONSHIPS: The Minister in this position's work time is to be divided 3/4 time to the congregation served and 1/4 time with the Presbytery.

For this position a minister must be called both by election of Presbytery upon nomination by its representatives on the Pastor Nominating Committee and by election of the congregation to be served. Two members of the Small Church Support Committee will serve on the PNC along with the five members elected by the Danbury congregation.

A Small Church Specialist this minister will work closely with the Associate Presbyter for Care and Development of Leadership whose duties include staffing the Small Church Support Committee.

He or she will work in direct collaboration with the Small Church Support Committee.

THE CHURCH
The pastor's first responsibility shall be to Danbury Community Church and he/she will perform all ministerial functions and live in the community. It is understood that the priority of attention is to the congregation served as pastor. Providing regular worship and responding to urgent pastoral needs will receive first attention.

THE SMALL CHURCH COMMITTEE
Pastor will work regularly with the Small Church Support Committee
Pastor will attend all Small Church Support Committee meetings
Pastor will work with Carter Shelley in the area of small churches
Pastor will keep in close, regular contact through visits and other contacts with churches in two adjacent Salem Presbytery Districts
Pastor will help small churches assess their needs and help them devise ways to revitalize the life of their ministry
Pastor will report to Small Church Support Committee concerning the needs and wishes of the churches in the area
Pastor will suggest ways for the Small Church Support Committee to better minister to the churches

COMPENSATION: Defined in the terms of call, reviewed by the Personnel and Small Church Support Committee and approved by the Council and Presbytery.
EVALUATION: Annual performance evaluation by the Personnel Committee of Salem Presbytery. At the end of the three year term a comprehensive review and evaluation would be made. (We would like to recommend that one member of the Small Church Support Committee be made a member of the Personnel Committee.)

Annually the Personnel and Small Church Support Committee will consult with the Session of the Danbury Church to assess how the partnership ministry arrangement is working to the benefit of the church.

DURATION: Funding shall be made available for a 3 year period; however, the call may be terminated before 3 years or extended longer depending upon the circumstance of the church.

TERMINATION: By mutual consent of the minister, the congregation of which she or he is pastor and Presbytery: or by action of Presbytery, upon the written recommendation of the Personnel and Small Church Support Committee or the Committee on Ministry. Fair and adequate notification shall be given to the minister, as well as to the congregation and the Presbytery.

SUPERVISION: All Program Staff of Salem Presbytery are under the supervision of Executive Presbyter, John Handley.

TITLE: He or she shall be called "Small Church Specialist"

QUESTIONS AND ANSWERS REGARDING PARTNERSHIP PROGRAM

1) What Church will benefit from this position?

The Danbury Church of North Carolina will join with Salem Presbytery in seeking a person to help both parties. The Danbury Church will pay 3/4 of the salary package and Salem Presbytery's Small Church Support Committee will pay 1/4 of the salary package.

2) How much time with the person spend working with Salem Presbytery?

We envision work with Salem Presbytery to average 40 hours a month based upon receipt of 1/4 of the salary. The person will be expected to work regularly with the Small Church Committee and with the staff of the Presbytery.

3) What skills will be required of the person?

We are looking for a person who will be a specialist in the Small Church field. The person would have skills in needs assessment and in congregational revitalization.

4) Who will assess the work of this person?

The person will be under the supervision of John Handley and will work with Carter Shelley. The position will be evaluated on a yearly basis as with other staff.

5) What will this position cost the Presbytery?

Presently a number of churches receive aid to help pay the salary of a minister. This proposal will not change that equation. It does mean that the Presbytery will directly benefit from the aid money given.

6) What salary is presently envisioned?

Presently we are pursuing a goal of seeking a minister based upon the minimum salary of Salem Presbytery. However, a person may be found who is so well qualified that a higher salary may be required. If so, the salary figure will be discussed with the Small Church Support Committee before any final decision is made. In any case, the Small Church Support Committee will work within the framework of its budget.

7) Why is this position needed?

We have averaged 20 churches vacant during any quarter of the year. Carter Shelley is working with these churches along with volunteer help in the form of Calls and Vacancy Liaisons. Contact is made with these churches during times of vacancy, through Small Church Support Committee visits, its annual retreat, at the salary support hearings, in times of emergency, and by visits from Carter Shelley as work load and time permit; however, there are 82 churches in Salem Presbytery which come under the designation "small". Whether seeking ministerial leadership during times of vacancy or seeking to continue as viable churches in their communities, these churches need and deserve more time and attention than the Associate for Care and Development of Leadership, and the Small Church Support Committee are able to provide. It is felt that a person specializing in small church revitalization would insure a ministry of outreach and assistance to small churches that is urgently needed and currently not feasible. This individual's work would greatly assist churches who need help to move

beyond maintenance to a greater vision of mission and ministry in the churches and the communities they serve.

8) How long will this trial position last?

We expect a three year covenant with a yearly evaluation of progress. It is hoped that as time progresses the Danbury Church may be able to increase its percentage of salary support and increase the percentage of time spent with the congregation. it is also hoped that eventually the Danbury Church will become fully self supporting. (In the event of Danbury reaching self supporting status another small church which was open to a similar arrange- u would be identified and the partnership formed with them and the next minister called to this church.)

9) How will you search for the right person?

We will engage the services of
(1) persons such as Jim Cushman and Carl Dudley, experts in the Small Church Development field,
(2) institutions such as our seminaries,
(3) the regular channels such as "Face-to-Face", etc. and
(4) advertise in Monday Morning and the Presbyterian Outlook.

10) Who will pay Small Church Specialist related expenses such as travel and programming?

Presbytery related expenses such as mileage and programming costs will be underwritten from the Small Church Support Committee's budget.

Partnership Ministry

General

The minister will work three-quarters time as pastor of the Danbury congregation and one-quarter time as staff person for Salem Presbytery as a Small Church Specialist.

The minister's office for both congregational work and Presbytery work will be the church office. While there will be time away from the office for Presbytery work (as well as for pastoral work within the congregation), his or her main office for all work will be wherever the church office is.

The person will live in housing provided in proximity to the church.

Since the minister will be working 3/4 time as pastor it will be important for the pastor and the church to be in agreement on priorities regarding use of her or his time within the congregation, as well as priorities which will be carried out by elders and members of the congregation. The pastor and session will need to monitor time use continually, to assure meeting the church's ongoing needs and to avoid the frustration of overload on the part of the pastor, elders and other members.

Presbytery responsibilities will not interfere with the pastor's availability to the congregation for worship and other Sunday morning activities.

Pastoral emergencies and other pressing pastoral needs in the congregation take priority over Presbytery responsibilities in the minister's use of time.

It will be important for the Session and the minister to work out means to assure accessibility of the minister to the congregation. Such accessibility may include such things as use of a telephone answering service, car phone or answering machine, and regularly sharing the pastor's out-of-office time commitments with the congregation.

Since time is to be shared between church and Presbytery, financial support is anticipated to be shared 3/4 by the church and 1/4 from the Small Church Support Committee.

SMALL CHURCH SPECIALIST — ONE-QUARTER TIME

TITLE: Small Church Specialist

PURPOSE: The Small Church Specialist shall work with small churches in Salem Presbytery who wish to assess their needs and goals and work toward revitalization. The Small Church Specialist will work with small churches during times of vacancy between pastors as well as with churches served by pastors.

ACCOUNTABILITY: He/She will be accountable to the Presbytery. He/She will be supervised by the Executive Presbyter and will work with the Associate Presbyter for Care and Development of Leadership.

TERM OF SERVICE: Three years, eligible for re-election.

RESPONSIBILITIES:

Pastor will work regularly with the Small Church Support Committee
Pastor will attend all Small Church Support Committee meetings
Pastor will work with Carter Shelley in the area of small churches
Pastor will keep in close, regular contact through visits and other contacts with churches in two adjacent Salem Presbytery Districts
Pastor will help small churches assess their needs and help them devise ways to revitalize the life of their ministry
Pastor will report to Small Church Support Committee concerning the needs and wishes of the churches in the area.
Pastor will suggest ways for the Small Church Support Committee to better minister to the churches
Pastor will serve as a member of the Presbytery's staff.

PERSON DESCRIPTION

SMALL CHURCH SPECIALIST — SALEM PRESBYTERY

The Small Church Specialist should have these qualifications, characteristics and abilities:

1. A personal commitment to and relationship with God the Creator, Jesus the Christ, and the Holy Spirit.

2. An ordained minister in the Presbyterian Church (U.S.A.). This position will be open to all persons in accordance with PCUSA and EEOC guidelines.

3. A commitment to and love of pastoral ministry, with at least five years of service as pastor to churches.

4. Skills in small church ministry.

5. Skills in planning, design, organization and evaluation, and group processes.

6. Ability to work well collaboratively with others, individually and in groups.

7. Ability to take initiative in identifying and responding to needs.

8. Ability to be flexible and to find and maintain an appropriate balance between two demanding work situations, while also protecting time for his or her own self (and family).

MOTION: That the Small Church Support Committee be granted approval along with the Danbury Community Church to call a minister to serve 3/4 time as pastor of the Danbury Community Church and 1/4 time as Small Church Specialist for Salem Presbytery and that the position description previously described in this report define the specifics of the call.

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Minutes of

SALEM PRESBYTERY

THIRTEENTH STATED MEETING
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WINSTON-SALEM, NORTH CAROLINA
February 1, 1992

FOURTEENTH STATED MEETING
HAWFIELDS PRESBYTERIAN CHURCH
MEBANE, NORTH CAROLINA
April 28, 1992

FIFTEENTH STATED MEETING
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NORTH WILKESBORO, NORTH CAROLINA
July 18, 1992

SIXTEENTH STATED MEETING
GLENDALE SPRINGS PRESBYTERIAN CHURCH
GLENDALE SPRINGS, NORTH CAROLINA
October 3, 1992

AA-EEO Policy - even though there has not been a specific report on each individual presented in 1992 to Salem Presbytery by the Committee on Ministry, each Pastor Nominating Committee is asked the questions indicated on the Church Information Form (p. 12) and asked to "Indicate what steps your Pastor Nominating Committee intends to take to implement the Form of Government in this regard".

VOLUME IV NUMBER 1

Minutes of

SALEM PRESBYTERY

THIRTEENTH STATED MEETING
HIGHLAND PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA
February 1, 1992

MINUTES OF

SALEM PRESBYTERY

THIRTEENTH STATED MEETING
HIGHLAND PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA

February 1, 1992

OFFICERS

Moderator	Ivan W. Lowery
Moderator-in-Nomination	Rudolph V. Boone, Sr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Jim Clinard
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

THIRTEENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

HIGHLAND PRESBYTERIAN CHURCH

WINSTON-SALEM, NORTH CAROLINA

February 1, 1992

The Thirteenth Stated Meeting of Salem Presbytery was called to order by Moderator Ivan Lowery at 9:00 a.m. on Saturday, February 1, 1992, in the Highland Presbyterian Church of Winston-Salem, North Carolina. The opening prayer was led by the Moderator.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	158	Non-Commissioners	2
Ministers	126		
		Visitors	131
Corresponding Members			
Ministers	7	Others	2
Church Educators	7	Total Enrollment	433

The following Ministers were enrolled:

A-F

George W. Alexander, Frank Allen, Michael Askew, James Banbury, Shawn E. Barkley, Bill Black, Jesse W. Bledsoe, Linda Blessing, E. C. Brammer, Jr., Warren C. Brannon, John C. Brearley, Bob Bryant, Malcolm Bullock, Robert E. Button, George Carpenter, Charles R. Carter, Jay Click, Mary Boyd Click, Charles Clubb, Fred A. Coates, Frank Collier, Kermit Dancy, David Daniel, Frank A. Davison, Frank Dew, James A. Dickens, C. Wayne Dixon, Carl W. Dumford, Steven W. Dyer, Chris East, John Eliason, Stewart Ellis, Robert C. Evans, III, Carlton Eversley, Dusty K. Fiedler, Robert Fiedler, Charles Fitzpatrick, Jann Briscoe Flagg, James T. Frazier, E. B. Freeman, Robert O. Freeman, Harold Fuller.

G-M

Reagan Gibbs, Jim Grant, Lucius Gray, Hewon Han, John M. Handley, J. Stimson Hawkins, Bill Hayes, James Henderson, David L. Henry, Cynthia Higgins, Ann Hoch, Z. N. Holler, Fred Horner, Joanne Hull, Stephen Hundley, Guy W. Hunt, Jr., George Hunter, Ann Jahnes, Bob Jeffords, Henry J. Keating, William R. Knox, Tom Lane, Donald E. Lannon, William F. Lowrance, Jr., James E. Layman, Bob Lee, Robert M. Lewis, S. Edwin Lewis, Brad Long, Laura Long, Ivan Lowery, Jack R. Marrow, Robert M. Matthews, Stephen P. McCutchan, Charles T. McKee, Judson Milam, John Milholland, Donald Mimbs, Reid Montgomery, Allen Morrison, William H. Morrison, Lisa M. Mullen, George Murray.

N-Z

Herbert Nelson, Fran Olson, David Partington, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. B. Pogue, Donald G. Price, Catherine J. Reed, Marie P. Reed, Paul Ridolfi, James M. Rissmiller, Jean Rodenbough, Paul Ryoo, Grant M. Sharp, Carter Shelley, Jerold Shetler, Steve Shive, Ethel Simonetti, Jeff Smith, Ron Smith, Steve Snipes, Bill Sosebee, Laura Spangler, Rollin Steele,

Samuel Stevenson, Jamie D. Stimson, Larry Summey, Robert Lee Turner, Stan Voth, Rockwell P. Ward, W. Russell Ward, Jr., William C. Weckerly, Kellie Weekley, Norman, M. Whitney, Frank C. Wilkinson, Jim Wilson, Paul D. Woodall, Jr., William J. Wrenn, Jr., Rick Wurst, Robert L. Yoder.

The following Ministers asked to be excused from attendance:

Wyatt Aiken, Jr., James H. Allen, John W. Bell, L. Adlai Boyd, M. Gray Clark, Phillip R. Gehman, Scott C. Girard, Robert W. Herron, Robert M. Howard, William S. Johnston, Walter W. King, Benjamin Kirkland, Phyllis M. H. Kort, David T. Lee-Andrews, Paul Lindsey, E. Thomas Miller, James F. Miller, Karen E. Pearson, Steve Macon Pharr, Joseph L. Pickard, Leland A. Richardson, Russell H. Ritchel, Jr., R. Page Shelton, James T. Shields, Patricia F. Stewart, Robert R. Tolar, Jr., John G. Truitt, Jr., William D. Varker, Worth N. Watts, Benjamin F. Williams, J. Gordon Williams, R. Scott Woodmansee, Christopher E. Zorn.

The following Missionaries and Chaplains were excused:

Sherron George, Lewis C. Kimmel, Jr., Connell Osborne

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, F. Marion Dick, Roscoe B. Fisher, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Joseph M. Garrison, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes D. Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, James A. Mitcham, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O W. Perrell, George A. Ploger, W. Clark Porter, III, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, Troy A. Young, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, Ernest Bradford, William H. Chappell, Carole F. Chase, Robert R. Childs, Jr., Max E. Deal, M. Susan Dobyns, Barbara E. Dua, T. McLean Faw, Jr., Larry W. Freeman, Carter B. Gillespie, William Stacy Johnson, Steve A. Martin, James M. Mauldin, Molly Dotson Morgan, Richard Osmer, Franklin L. Partridge, III, Dennis J. Sebesan, Jerry M. Smith, Joe L. Spears, John B. Talmage, Glenn C. Thomason, Charles Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance C. Weldon Fields, Pat Royal, Bill Starr, Allen Temple Margaret C. Carr, Virginia Mott, Asbury Mary Jo Collins, First (Asheboro) G. Douglas Aitken, Jr., Jan M. Monroe, Bethany (Graham) Euphrozine Price, Bethany (Statesville) Dorothy Grose, Bethel Curtis Ring, Bethesda (Ruffin) T. H. Rudd, Bethesda (Statesville) Philip McCoy, Beulah Elizabeth R. Scott, Myles Watkins, Bixby Tom Cornatzer, First (Boone) John G. McKethan, First (Boonville) Darlene H. Lytton, Marilyn Scales, Brentwood Keith Clark, Buffalo Lee Hawley, Calvary L. T. Dixon, A. E. Patterson, Cameron Isaac S. Stockton, Centre Robert Cowan, Clio J. Adrian Dobson, Cooleemee Leann Dodd, Collinstown Jackie D. Overby, Community in Christ, Presbyterian Marsha Hooks, Covenant Ann McKenzie, Crestwood Rachel D. Wiles, Cross Roads Bob Thomas, Dellabrook James Ford, Avenida Glenn, Dogwood Acres Anne

B. Neely, First (Eden) Lyman A. Collins, Edward Webb Gladys W. Bailey, LaDonna McCarther, El Bethel Ike Dyer, Elkin Elizabeth Hendrick, Elmwood Hazel Warren, Fairmont Nancy Frank, Faith Betty Blythe, Fieldstone Jean Newman, Fifth Creek Beth Cooper, Flat Rock Jessie Welborn, Forest Hills Cindy Salter, Forest Park Rosemary Rector, Francisco Jim Collins, Franklin Spencer Thomason, Freedom Dorena Stevenson.

G-M

Glendale Springs Pat Cooper, Grace Doris G. Moore, Ellen W. Stewart, Graham Sidney B. Holt, L. Shelton Woodson, First (Greensboro) W. Douglas Albright, Robert Armfield, Will Hobbs, Milnor P. Jones, Russell Sherrill, Greenwood Sylvia L. Kinlaw, Guilford Park Melanie Rodenbough, George Setzer, Gulf Russell Palmer, Hawfields Elmo Albright, N. N. Fleming, III, First (High Point) Sarah Glover, Bill Hylton, Bettye White, Highland Ginny Gunn, Katherine Ward, Hills Kathryn Martinat, Immanuel John B. Brown, Jr., Jamestown Ira Dodson, Patra Wansley, John Calvin Joan Ashley, First (Kernersville) Ellen Watts, Lansing Barbara Carter, First (Lexington) Inez Brafford, Mary Catherine Rodgers, Second (Lexington) Linda Greene, Lloyd Ada S. Brown, Logan Clyde Houpe, Daisy Keaton, Love Valley Gay Burr, Madison Barry Joyce, Mebane T. D. Jones, First (Mocksvile) Wilson A. Sherrill, First (Mooresville) Mark E. Auten, Elaine T. Drye, First (Mt. Airy) Steve Taylor, Mt. Tabor R. L. Carruth.

N-Z

New Creation Community Anne McKee, North Wilkesboro Rebecca Hubbard, Ellen Lipscomb, Oakland Ed Cole, Old Providence Carla Pence, Old Town Shirley Snell, Parkway Dianne B. Luce, Jack Trawick, Piedmont Bob Adams, Pine Hall David Parker, Pine Ridge Peggy Taylor, Pittsboro Charles W. Cameron, Presbyterian Church of the Covenant Margaret L. Foust, Prospect Bill Hart, Randolph Susan Key, Reid Memorial John Faulkner, First (Reidsville) Charles Bennett, St. Andrews Charles Coone, St. James Catherine Bonner, Luella J. Graves, Rosa Yourse, St. Paul (Greensboro) Diane S. Taylor, St. Paul (High Point) Henrietta Gill, Sandra P. Tillman, First (Salisbury) Lois J. Loeblein, Elinor H. Swaim, W. S. Swaim, Second (Salisbury) Suzanne Raney, Sandy Ridge Terry Harris, Sedgefield Marge Monroe, Shady Side Betsy Jo Calhoun, Geneva Gilchrist, Shallowford Peggy T. Edwards, Siler City George Jones, Sparta Carolyn Young, Speedwell Winifred H. Yoder, Spencer Ann Pozyck, Smyrna D. L. Tuttle, Springwood Dwyn Ingle, Starmount Steve Royal, Betty Wade, Sam Zealy, First (Statesville) David Benbow, Gordon P. Scott, Stony Creek Jean S. Primm, Tabor W. B. Norris, Taylorsville Summa West, Third Creek Hannah H. Padgett, First (Thomasville) John L. Roser, Thyatira Jean S. Wilson, Trinity (Salisbury) Delaine T. Fleming, Gladys Winston, Trinity (W-S) Dan Sheets, Unity Mrs. Donnie Whitesides, Vandalie Lois Bohnsack, Wentworth W. D. Sherron, Westminster (Burlington) Kaye Morgan, Westminster (Greensboro) Gloria McMillin, Bea Parker, Whispering Pines Ralph Wilson, First (W-S) Mack C. Dagenhart, W. Graham Lynch, James S. Price, Yanceyville Ruby Sheridan, Yadkin United Thomas Vinson, Yadkinville Suzanne Thomasson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Baird's Creek, Church of the Cross, Concord, Fellowship, Glenwood, Shiloh (Statesville).

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

First (Burlington), Clemmons, Cleveland, Danbury Community, Ebenezer, Griers, Harmony, Hope View, Joyce, Korean First, Laurel Fork, Little Joe's, Memorial, Milton, Second (Mocksville), Mount Jefferson, Mount Vernon, Mount Vernon Springs, New Salem, Oakview, Peak Creek, First (Pilot Mountain), Pleasant Grove, Red House, Riverview, Rumple Memorial, Shiloh (Burlington), Southminster, Stoneville, Trinity (Elon College).

The following Church Professionals were enrolled:

Beverly Coppley, Connie DeKleuver, Evelyn Edwards, Ruth Lenger, Ida McCaskill, Dottie Metropol, Sara Frances Thompson.

The following Visitors were registered:

Bill Amidon, Kermit C. Ashley, Gloria Askew, Helen Astrologow, Pauline Athey, Kendall Bain, Wade Balsley, John E. Barney, Annie Miller Bates, Fred Beck, F. P. Bodenheimer, Jr., Lois S. Brake, Jewel Brammer, Nath Briley, Brandon Brooks, Betsy Brown, Marian Cameron, Hazel Carter, Bob Cleveland, Mary Jane Cleveland, Ashley Coates, Adam Collins, Greta W. Connor, Haywood M. Cope, Margaret Cowan, Calvin Crump, Hallie Cundiff, Kay Daniel, Dale Davidson, Beth Davison, Faith Davison, David Dorner, Veda Dry, Tom Duckwall, Levia Eads, Lou McAlister East, Octavia B. Edwards, Charles England, Mabel Eschen, Dean Ferguson, Polly Ferguson, Earle Frazier, Sam Gibson, Robert Gilchrist, Creola Goodman, Bryan Haislip, John Hamil, C. J. Harrill, Kaye Harris, Lilliesteen Harris, Bob Hartsell, John Hasting, Lara Hensley, Helen Hooper, Douglas Horne, Bryan Humphrey, Green Isaac, Elisa James, Wilma Jones, Susanne Jordan, Kenneth Kinlaw, Bob Kirk, Cynthia Kirkman, Leslie Klingensmith, Michael Knust, Morton Kurtz, Tom Lambeth, Billie Linton, Betty Lowrance, Margaret Marks, Cora Massey, Lovie McBryde, Idella McClelland, Kelly McCombs, Brian McGrath, Ruth Metzel, William S. Metzel, James Miles, Frances Miller, Jane Miller, Helen Milleson, David Misenheimer, Jan Misenheimer, N. Carl Monroe, Jean Moore, Mamie C. Morris, Blanche Morrison, Juanita Nance, Jay Olson, Jewelene Parker, Elbert R. Patton, Lillis Penninger, Beth M. Phifer, S. M. Primm, Lucy M. Rankin, Ann Richard, Willie F. Robinson, Chris Rodenbough, Clara Rogers, Carol Rothrock, Virginia Rush, Liz Saxman, Otis B. Scott, Laura Sgritta, Charles L. Sherridan, William E. Shouse, Rebecca Sloan, Ann Smith, Milton Spann, Joseph D. Stevenson, Fred Tatum, Ruth B. Taylor, Sarah Terry, Robert Trimble, Ron Trivette, Caroline Vanstory, Robert M. Vanstory, Elizabeth Vaughan, Mary Wade, Mary A. Wagner, Gwendolyn H. Wallace, Grier C. Waller, Helen P. Waller, Edith C. Wasko, Murray M. White, Jr., Bobby Whitesides, Doris Williams, Byron Wolfe, Dave Wright, Mary Young, Christy Zorn.

The following Corresponding Members were present:

George E. Campbell, Jr., Charlotte Presbytery; Franklin D. Colclough, New Harmony Presbytery; Bart Milleson, Bethany United Methodist Church; K. Misenheimer, East Tennessee Presbytery; Paul Ransford, New Hope Presbytery; Bart Shaw, Western North Carolina Presbytery; John Wilkerson, Charlotte Presbytery.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler.

Mr. Rudolph V. Boone, Sr., the Moderator-in-Nomination, was also present.

DOCKET

The Docket was presented by Rudolph Boone, Co-Moderator of Council, and was approved (see Appendix A, p. 39-40).

WELCOME

The Governing Body was welcomed by Caroline Wright of the host church. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomes. Ecumenical visitor, the Rev. John Mendez, pastor of the Emmanuel Baptist Church, was introduced by Rev. Steve McCutchan. He was given the privilege of the floor, and he addressed the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 41-42.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions or ordain and/or install pastors were admitted to record. (Appendix C, p. 43.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Bills and Overtures: Curtis Patterson, Moderator
Elizabeth Scott
Sidney Holt
Curtis Ring
A. E. Patterson
Joanne Hull
Grant Sharp

Resolutions: Bob Bryant
Greta Connor

OMNIBUS MOTION

Rudolph Boone, Co-Moderator of Council, presented the Omnibus Motion. Following opportunity for members of Presbytery to remove items from the Omnibus Motion, the Presbytery approved all the recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM on the left margin.

REPORT OF PRESBYTERY COUNCIL
Rudolph Boone/Rollin "Chip" Steele Co-Moderators

Your Council has met twice since the October, 1991, meeting of Presbytery.

I. CONCURRENCES WITH COMMITTEE RECOMMENDATIONS TO PRESBYTERY:

1. Hunger Committee
2. Church Development Committee
3. Budget and Finance Committee

II. ACTIONS TAKEN BY COUNCIL:

1. Minutes of Presbytery's Twelfth Stated Meeting at Trinity Presbyterian Church, Salisbury, on October 1, 1991, were approved as presented.

2. Pursuant to the action of Presbytery to permit the Council to receive/approve, on behalf of Presbytery, the 1990 Audit for Salem Presbytery.

On November 19, 1991, John Milholland presented the results of the annual audit, noting the adverse opinion on the portion of the financial statements that have to do with the plant assets of camps New Hope and Presbyterian Point.

Council accepted the audit of Witherington, Wells, Moose and Martin and adopted the following motion:

"That the matter of the auditor's report be referred to the Executive Committee to discuss fiscal policies of New Hope Presbytery as they relate to Salem Presbytery, and more specifically the adverse comments relative to requirements of depreciation schedules at the various camps as required by accepted accounting practices."

The auditing firm has provided the attached management letter. (Appendix D, pp. 44-45.)

Council later reviewed letters to and from New Hope Presbytery concerning the adverse opinion on the portion of Salem's financial statements that have to do with the plant assets of Camp New Hope and Presbyterian Point.

3. Council is monitoring several consultations with Synod involving matters of concern to Salem.

   a. Consultation on Synod Priorities is exploring streamlining and focusing the mission of Synod to address matters crucial to the region and shift several duties to and from the presbyteries so as to work together more effectively. Bob Matthews and John Handley attended.

   b. Consultation on Higher Education had campus ministry as its primary focus. Synod is seen as playing a key role in this ministry. Rocky Ward, Stewart Ellis, Tom Lane, Martha Lou Anderson and John Handley attended.

   c. Consultation on Institutions looked at proposals that would redistribute responsibilities and financial support between Synod and its presbyteries. Colleges, Children's Homes, and Homes for the Aging were the primary foci. Murray White, Karen Pearson and John Handley attended.

4. Council approved, at the request of the Budget and Finance Committee, a $1,000 grant to Harmony Presbyterian Church for renovation of the kitchen/fellowship area of the church. (Source of Funding: Knox Abernethy Endowment Funds.)

5. The Council approved a $1,500 grant for the purchase of a Telex sound enhancement system for the Korean Church. This system would allow 30 non-speaking Koreans to have translating of/participation in the worship services. (Source of Funding: Knox Abernethy Endowment Funds.) The Committee suggests also that some less expensive alternative might be explored.

6. Concerning Outdoor Ministries:

   Council concurred with three recommendations of the Outdoor Ministries Division, one involving a personnel procedure for New Hope/Presbyterian Point, another involving Goals for Camp Grier, and a third aimed at completing state-mandated repairs to the Lake Susan dam.

   a. The establishment of a Joint Personnel Committee to include eight (8) persons: Salem Division Moderator, New Hope Unit Chairman, Presbytery Executive of Salem and New Hope, one member from the Personnel Committee of Salem and New Hope, and one "at-large" person from Salem and New Hope. Council will implement the appointments.

b. Council approved the following Long Range Goals for Camp Grier:

PROGRAM GOALS

By 1997 Camp Grier will have further developed the summer camping program of Christian growth and renewal, expanded and maximized the year-round usage of the Camp Grier Experience, provided special occasion conference experiences of Christian growth and renewal.

PHYSICAL FACILITIES GOAL

By 1997 Camp Grier will have developed and maintained the physical facilities within the traditional rustic atmosphere of Camp Grier, in order to meet the needs of the Camp Programs.

PERSONNEL GOAL

In 1997 Camp Grier will have continued to have sufficient staff and volunteers properly trained, remunerated and evaluated to provide effective Christian leadership and support for all activities.

ORGANIZATIONAL GOAL

By 1997 Camp Grier will have an organizational structure that will manage and promote its programs in the most efficient and effective manner within the structure of the owning Presbyteries.

FINANCING GOAL

By 1997 Camp Grier will have achieved a level of financial support that accomplishes the Camp goals and owning Presbytery goals while keeping the usage fees affordable and the owning Presbytery support reasonable.

Specific objectives consistent with the goals will be presented in the future.

c. Council approved a loan to Camp Grier of $6,391.83 to complete repairs to the Lake Susan dam.

d. Council named Don Howie, Dusty Fiedler, Bob Matthews, and John Handley to a task force to review, with the other owning presbyteries, the partnership arrangement with Charlotte and Western North Carolina Presbyteries concerning Camp Grier.

7. The Council approved excusing Bart Shaw and Paul Ransford from meetings of Council and Presbytery during the Summer Camp Season.

8. Council directed that deaths of Elders and Ministers who die in any year be reported at an appropriate time in the first stated Presbytery meeting of the succeeding year.

9. Council approved Salem Presbytery's participation in a Synod New Church Development Partnership

10. Council also approved Salem Presbytery's participation in a Consultation on Migrant Workers and requested the Nominating Committee to recommend representatives (8) from Salem Presbytery.

11. The Council accepted invitations from the North Wilkesboro Church and the Glendale Springs Church to host the July and October meetings of Salem Presbytery respectively.

12. In anticipation of Neel Fleming's election as Council Moderator, the Council elected Bob Matthews as clerk, Suzanne Thomason as Vice-Moderator, and Rudy Boone, Presbytery Moderator to serve Council as its Executive Committee in 1992.

13. Council approved preparation of a new presbytery pictorial directory. It is hoped to be able to begin making pictures at the July, 1992, meeting of Salem Presbytery.

14. The following dates have been set for the meetings of Council for 1992:

January 9, 1992
February 13, 1992
March 12, 1992
April 2, 1992
April 22, 1992 (Program Hearings)
May 18, 1992 (Budget Hearings)
June 18, 1992
August 13, 1992
September 10, 1992
November 12, 1992

15. Council appointed Chris East, Moderator, LaDonna McCarther and Betty Peraldo to serve as the Amendment Presentation Committee to present the Amendments to the Constitution to the April 28, 1992, meeting of Presbytery.

16. The Council authorized the Executive Committee to appoint a permanent building committee for the new Presbytery Office.

17. The Council was informed by the Synod Council that the Rev. Chris Zorn, pastor of the John Calvin Church in Salisbury, was appointed to their Massanetta Springs Committee.

18. Council authorized the Executive Presbyter to appoint a group to prepare an overture for Salem supporting the inclusion of the Declaration of Faith in the Book of Confession.

19. The Council, acting as the Trustees of Salem Presbytery, approved the following requests for indebtedness by two of our churches:

    a. Because the Parkway Church's building costs $264,213 more than the original estimate, Council approved amending their plan so it can be forwarded to the General Assembly for funding assistance.

    b. Council approved the request of the First (Asheboro) Church to enter into building contracts for a new sanctuary with the encumbrance of their property that the financing requires. The projected cost $1,216,000.00 and the anticipated indebtedness is $735,000.00.

    c. The Sedgefield Church has undertaken a building project to expand its facilities. Council approved their request to borrow up to $800,000.00 for a construction loan and up to $300,000.00 for a long term loan and to permit mortgaging of the property as security for the loans.

III. ACTIONS OF PRESBYTERY:

At the meeting of Salem Presbytery on July 13, 1991, Presbytery took the following action regarding unused budgeted benevolence:

"All year-end unused budgeted benevolence available for Presbytery's use shall be spent in the following manner: First, commitments to General Assembly and Synod shall be fulfilled including restoring the 1/2% 1992 reduction for General Assembly and Synod. Second, any unused funds in excess of our commitments to General Assembly and Synod shall be used at the discretion of the Presbytery upon recommendation of the Presbytery Council in consultation with the Finance Committee."

At its meeting on October 1, 1991, Salem Presbytery took the following action regarding church development funds carried over into 1992:

"Any funds left in the 1991 working budget will be transferred to Church Development Account #43640 for 1992, so that it might be used for new church development in the Greensboro area."

ACTION:

1. Salem Presbytery rescinded its action of October 1 (Recommendation 4, page 188) regarding church development funds carried over into 1992. Reason: Presbytery's action contradicted its own policy established July 13, 1991, page 130, Recommendation 3).

ACTION:

2. Presbytery accepted the invitation of Lees-McRae College to host the July, 1993, meeting of Salem Presbytery, and approved the meeting to be a two-day meeting.

ACTION:

3. The following persons were elected to fill vacancies on the Nominations Committee:

   Class of 1994
   Betty Boyd (First [Statesville])
   Mr. Robert Gilchrist (Shady Side)
   Mr. Green Isaac (Second [Mocksville])
   Rev. John Eliason (Piedmont)

CHURCH IN THE WORLD DIVISION THEME PRESENTATION
Cindy Higgins, Moderator

Cindy Higgins made the introduction of the World Division Theme Presentation.

ECUMENICAL RELATIONS

The Rev. Mr. Franklin Colclough of New Harmony Presbytery was introduced and spoke to the Presbytery on the Consultation on Church Union.

ADMINISTRATIVE SERVICES DIVISION

PERSONNEL COMMITTEE
Rosa Yourse, Moderator

The triennial evaluation for Dr. John Handley, Executive Presbyter/Stated Clerk, Salem Presbytery was conducted by the Personnel Committee on December 2, 1991.

To gather information for the assessment, the Committee sent evaluation forms in the Sampler to Pastors, Educators, and Sessions within the Presbytery in an effort to get a broad sampling of responses. Additional forms were sent to individuals suggested by Dr. Handley.

The review was based upon information received from respondents who have known Dr. Handley for a period ranging from 1 - 36 years under a variety of circumstances (i.e. Friend, Neighbor, Fellow Student, Fellow Clergy, Associate

and Executive Presbyter, Advisor, Committee Chair, Committee Member, and Clerk of Session). Additional insights were derived from Staff Personnel, Members of the Personnel Committee, and Dr. Handley's self appraisal.

Responses provided by respondents were varied and candid. A sampling of comments expressed include:

- A person of Christian integrity deeply committed to his ministry and all people are touched by it. Respected and appreciated for the job he is doing
- Motivated, realistic, aware of limitations but willing to use his imagination
- Possesses strength and depth; He is open and sharing, values honesty in dealing with conflict in the church
- Strengths are in his conciliatory, pastoral spirit, and deep understanding of the church
- Serves Presbytery and its constituencies faithfully in light of his understanding of the Gospel
- Does not answer questions of persons in small churches; does not return telephone calls; is not available to receive calls
- Need to delegate more
- Over extended because the Presbytery is over organized and attempting to do too much with too few people and dollars
- Well suited to his position--temperamentally ideal for a difficult job--"DON'T LOSE JOHN"!
- Excellent leadership qualities; ability to persuade you to action even when you feel you can't do the task

The Committee is thankful for and fully utilized all assessments submitted by respondents in the decision making process.

An overwhelming majority of the responses were positive and rated Dr. Handley as an effective and productive leader and administrator. His commitment to Christ and church, ability to articulate his faith and ideas, conciliatory and interpersonal skills, experience, and positive attitude are his greatest strengths.

The review further revealed that accessibility, returning telephone calls, and delegation of responsibility are areas that may require a greater concentration.

Notwithstanding, the vast responsibilities associated with the position, the review disclosed that Salem Presbytery has flourished under Dr. Handley's leadership and guidance.

The Rev. Carter Shelley, Associate Presbyter for Care and Development of Leadership, has tendered her resignation effective June 30, 1992, to enter Graduate School on a full time basis. Although the Personnel Committee respects her decision, she will be sorely missed and her departure will leave a void in the Presbytery. We are appreciative of her invaluable contribution and wish her well in her endeavors.

ACTIONS:

4. Dr. John Handley was elected to an additional three-year term as Executive Presbyter and Stated Clerk commencing January 1, 1992, and continuing through December 31, 1994.

5. Salem Presbytery commended Dr. Handley for his work over the past three years, and a prayer of thanksgiving and intercession was offered for him at an appropriate time during the meeting.

6. The Rev. Carter Shelley's resignation was accepted to be effective June 30, 1992.

7. The Presbytery commended the Rev. Shelley for her work during her tenure, and a prayer of thanksgiving and intercession was offered for her during an appropriate time during the meeting.

STATE OF THE PRESBYTERY ADDRESS

The Executive Presbyter/Stated Clerk reported the State of Presbytery. (See Appendix E, pp. 46-48.)

CHURCH DEVELOPMENT DIVISION

SMALL CHURCH SUPPORT COMMITTEE
Bill Hayes, Moderator

The Small Church Support Committee met on November 22, 1991 and approved that the following amounts be given to the listed churches during 1992:

CHURCH	AMOUNT APPROVED FOR 1992
Allen Temple	$ 3,800.00
Asbury	3,040.00
Calvary	7,695.00
Cameron	428.00
Clio	1,900.00
Cooleemee	2,850.00
*Danbury	10,450.00
Dogwood Acres	3,800.00
Flat Rock	3,800.00
Freedom	4,266.00
Glendale Springs	4,722.00
Gulf	2,850.00
Harmony	2,565.00
Hills	6,175.00
Immanuel	6,175.00
Kernersville First	4,275.00
Lansing	10,450.00
Laurel Fork	2,361.00
Love Valley	2,375.00
New Salem	1,900.00
Oakland	2,660.00
Old Town	7,125.00
Pine Hall	3,325.00
Reid Memorial	6,175.00
St. Paul, High Point	6,175.00
Sandy Ridge	3,515.00
Shady Side	6,175.00
Whispering Pines	1,900.00
Wilkesboro Chapel	1,520.00
Yadkinville	6,840.00
Yadkin United	2,850.00
	$134,137.00

*Danbury - $8,500 1/4 specialist
1,950 Grant

The Small Church Support Committee is also sponsoring two events for small churches and ministers. The **Wee Kirk Conference** at **Montreat** will be held October 19-21, 1992. On May 14-15, 1992 **Education in the Small Church,** Small Church Retreat will be held at Browns Summit Conference Center and led by **Donald Griggs.**

CHURCH DEVELOPMENT COMMITTEE
Bill Hylton, Moderator

MISSION DESIGN STATEMENT:

In October 1991, we presented a **Mission Design Statement** for new church development which included **"Biblical and Theological Considerations and A Philosophy of Mission in Church Development."** This design was referred back to our committee to study amendments presented at Presbytery which dealt specifically with the calling of a pastor.

The Church Development committee examined these amendments and determined that they deal essentially with interim pastors being highlighted in the section on "Organizing Pastor". Upon further reexamination of the General Assembly guidelines the committee felt that to stay with a more general description of possible persons to serve as "organizing pastor" in a church development project was more desirable. This would allow flexibility in the calling of an organizing pastor.

NEW CHURCH DEVELOPMENT:

The New Church Development Steering Committee established in the October meeting of Presbytery has been very active! They have met, surveyed the area and selected a potential site on which to build a church to serve the Oakridge community. Negotiations are underway for possible acquisition of a site.

CHURCH REDEVELOPMENT:

More than a year ago members of the Sedgefield Presbyterian Church came before our committee with a plan for revitalizing this 207 member congregation as a redevelopment opportunity. Over a year and a half have been spent in research, evaluation and program design. The church employed a consultant to evaluate and recommend its growth potential and hired a fundraiser from the Church Financial Campaign Services of the General Assembly to assist in fundraising efforts. We applaud the efforts of this congregation in following the redevelopment process. The committee enthusiastically approved and the council endorsed presbytery's approval of recommendations 3, 4, and 5.

ACTIONS:

8. The Mission Design for New Church Development was adopted as originally presented; (Appendix F, pp. 49-64.)

9. Ms. Linda Kershner and Mr. Herbert Reece was appointed to the NCD Steering Committee to replace Ms. Bonnie Burkette and Bill Hylton. (Bill will continue to serve in an ex-officio capacity);

10. Approval was given to the Sedgefield Presbyterian Church to mortgage their property up to $800,000; $300,000 of this loan will be covered by a long term mortgage with $500,000 to be repaid on a short term basis;

11. The Sedgefield Presbyterian Church loan application for $45,000 in Interest Support Funds from General Assembly was approved;

12. Presbtery approved a $25,000 grant to Sedgefield Church to aid them in this project and lend Presbytery's support for the process of redevelopment.

BICENTENNIAL FUND

Murray White presented an up-date on the Salem Presbytery Bicentennial Fund Campaign.

CELEBRATION OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend James H. Banbury, the Reverend Edwin C. Brammer, Jr., the Reverend J. Stimson Hawkins, the Reverend Frank A. Davison, and the Reverend Donald Mimbs. After hearing from persons who spoke of the contributions to the Church of each retiree, John Handley presented each with a framed Certificate of Retirement on behalf of the Presbytery.

WORSHIP AND COMMUNION

At 11:45 a.m. the Presbytery joined in a service of Worship and Communion led by the Rev. Steve McCutchan and the Rev. Kellie Weekley. The preacher was the Rev. James Henderson. The Rev. John Mendez, pastor of the Emmanuel Baptist Church also participated in the service. Mr. Henry Tysinger was the organist. During the worship, thanks was given for the Ministers and Elders of the Presbytery who have died since October, 1990.

LUNCH

The Presbytery was recessed for lunch at 12:45 p.m. with prayers of thanksgiving led by Ivan Lowery.

AFTERNOON SESSION

At 1:55 p.m. the Moderator reconvened the Presbytery and prayer of dedication for the Two-Cents-A-Meal Offering and prayers of petition and intercession were led by George Carpenter.

SEXUAL HARASSMENT/MISCONDUCT POLICY

Laura Spangler reported for the Task Force assigned to study the General Assembly Policy and Procedures on Sexual Misconduct paper. (Appendix G, pp. 65-66.)

ACTIONS:

13. The existing Task Force was dismissed with thanks.

14. The Moderator of Salem Presbytery was empowered to appointed a Composition Committee to write a "Policy and Procedures for Church Leaders Accused of Sexual Misconduct". The Composition Committee would be composed of persons offering the following resources and wisdom:

    A North Carolina attorney well versed in N.C. law pertaining to sexual misconduct
    A theologian
    A pastoral counselor
    A psychologist
    A Book of Order expert
    A Victim (volunteer basis only)
    A presbytery staff person

    It is vital that persons on this committee also offer representation of the male, female, clergy, laity, and racial minority perspective.

BLINDSPOTS AND BREAKTHROUGHS

Guy Hunt and Gayl Knox publicized a "BlindSpots and Breakthroughs Workshop" to help people identify and move past their stereotyping patterns. The workshop is available to local churches by invitation to the Social Justice issues committee.

LITANY

Cindy Higgins led Presbytery in a Prayer Litany for the Division of Church in the World.

REPORT OF THE EXAMINATIONS COMMITTEE
Steve Shive, Moderator

Presbytery proceeded with the examination of Robert Earl Cleveland, II, Robert Joe Goforth, Douglas A. Horne, Morton R. Kurtz, and William Sims Metzel, who wish to transfer into Salem Presbytery. They have been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF ROBERT EARL CLEVELAND, II

ACTION:

15. Presbytery approved the committee and floor examination of Robert Earl Cleveland, II in accordance with Book of Order G-11.0402.

    a. The Reverend Bob Cleveland was received into Salem Presbytery from New Hope Presbytery so that he may accept the call of the Pittsboro Presbyterian church as pastor. The effective date is January 1, 1992. Please note that this is a half-time call.

    b. His credo which follows, was approved:

> My faith begins when I find myself - a sinful creature enmeshed in a fallen world. My sin is the belief that I am capable of realizing perfection through my own efforts, without assistance from anyone or anything outside myself. Thankfully, by the grace of God I am capable of recognizing the fact that sin alienates me from my creator and from my fellow creatures, and that I cannot become a whole person without reconciliation.
>
> The life, death, and resurrection of Jesus the Christ reveals to me the means of reconciliation. Christ, being somehow both human and divine, shows me, by His humanity, what it means to live "even unto death" according to God's commandments. By his divinity, he provides a glimpse of the sovereign, loving God who invites me to be one of His children. This God of Abraham, Isaac, and Jacob mercifully forgives my errant ways and frees me from the bondage of sin to try again to live as a disciple of Jesus. With the assurance of His unending love, I am aware of the comforting presence and power of the Holy Spirit who guides my thoughts, directs my actions, and gives me strength and endurance to carry out God's purpose for my life on this earth.
>
> From this sure and certain conviction of a providential, loving, and forgiving God, I derive the following beliefs:
> That Holy Scripture is the Word of God, recorded by those who, with divine inspiration, perceived God's intervention in human history. As the Word of God, scripture is the infallible guide for my life and faith;
> That the Church is the Body of Christ on this earth, which continues His mission to preach the Gospel and to "bring good tidings to the afflicted, bind up the broken hearted, proclaim liberty to the captives, and open the prison to those who are bound";

That the polity and doctrine of the Presbyterian Church (U.S.A.) reflects the confessional, covenantal, and connectional foundations of the Christian Faith;
That the sacrament of Baptism signifies God's grace in calling people of all ages into the nurturing fellowship and community of the Body of Christ. Through partaking the elements of the sacrament of the Lord's Supper I am forcibly reminded of Jesus' atoning death on the cross and, at the same time, nourished and refreshed to follow Him along the Way toward the Kingdom of God. This is my faith and these are my beliefs at this point in my life. I pray God may grant that I grow in wisdom and understanding of His Word, and that my faltering attempts to be a servant of our Lord Jesus Christ may, in some way, further His purpose in this troubled world.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Cleveland and the Pittsboro Presbyterian Church effective January 1, 1992; approved the following Terms of Call; and the call was ordered placed in his hands.

Salary	$ 5,462.50
Housing Allowance	5,462.50
Automobile allowance	1,300.00
Study Leave Allowance	275.00
Social Security	835.76
Medical Insurance	1,764.11
Pension	1,411.29
TOTAL	$16,511.16

Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to install him as Pastor of Pittsboro Presbyterian Church, Pittsboro, NC on March 8, 1992 at 4:00 p.m.

NAME	RESPONSIBILITY	ELDER/MINISTER
Laura Spangler	Preside & Propound the Constitutional Questions	Minister
Alexander McGeachy New Hope Presbytery	Preach the Sermon	Minister
Jim Watkins New Hope Presbytery	Charge the Minister	Minister
D. J. Walker	Charge the Congregation	Elder
Fran Olson	Lead in Worship	Minister
Bill Browder	Constitutional Questions to Congregation	Elder
Bill Weckerly	Installation Prayer	Minister
Lochlyn Wiley	Read the Scripture	Elder

e. Mr. Cleveland was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ROBERT JOE GOFORTH

ACTION:

16. Presbytery approved the committee and floor examination of Robert Joe Goforth in accordance with Book of Order G-11.0402.

a. The Reverend Robert Joe Goforth was received into Salem Presbytery from Charlotte Presbytery so that he may accept the call of the Cooleemee Presbyterian Church as Pastor.

Robert has recently been pastor of the McLean and Rourk Presbyterian Churches of Ellerbe.

b. His credo which follows, was approved:

I believe in God the Father, the Son and the Holy Spirit. The Father is the creator and master over all things, time and space also. The Father loves creation so much that the Father allows us to experience good and bad and to test our limits so we can gain a rich and far reaching understanding of just how great and powerful the Creator really is.

The Father loves us so much that He sent his only son, Jesus, to be conceived by the Holy Spirit and born by a virgin. The son was tempted and felt the pain and challenge that basically face all humans, but from a deeper proportion, Jesus truly had the weight or the world upon Him. He preached and taught to crowds and to individual needs at all types of places and conditions. He healed the sick, made the blind to see, raised the dead and always loved and forgave even the very worst sinner.

The Son suffered and was crucified by sinful mankind. He was raised by the Father on the third day. He appeared before many people to drive home the point of love and forgiveness to make sure that His followers would go out with a message of love and hope.

The Son ascended into heaven. The Father and the Son sent a comforter to always be with us during all circumstances. The Spirit helps us to celebrate the victory that Jesus Christ gave up upon the cross and the resurrection on Easter morning. The Spirit also convicts of hearts and minds when we sin and have not put forth our best effort for God's glory.

The Holy Spirit is the continuation of the redemptive process in the world. His work goes on perpetually accomplishing and fulfilling this will of God. Thus the Spirit does through the use of truth, the word of God, reveal and is recorded by Him whether in the process of conversion or of spiritual development.

The church is the members of the congregation and not the building which we usually call a church. Jesus Christ is the head of the church. There are many parts of the church and many are quite different in various ways. This comes from various blessings that the Father, Son and Spirit have given to different parts.

I believe that I am labeled conservative among my peers, but liberal compared to the churches that I have served.

I believe all Scripture is by God and profitable for teaching, for reproof, for correction for training in righteousness.

I believe I was and still am called by God to be a minister in His church. It was my choice to be a minister in the P.C.U.S.A.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Goforth and the Cooleemee Church effective December 1, 1991; approved the following Terms of Call; and the call was ordered placed in his hands.

Salary	$17,300.00
Utilities Allowance	2,000.00
Automobile Allowance	2,600.00
Book/Study Leave Allowance	550.00
Medical Insurance/Annuity	6,536.00
Moving Costs	Provided
Social Security Equivalent	1,720.00

Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to install him as Pastor of the Cooleemee Presbyterian Church, Cooleemee, NC on February 9, 1992 at 4:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
John Milholland	Preside & Propound the Constitutional Questions	Minister
John Handley	Preach the Sermon	Minister
Grier Waller	Charge the Minister	Elder
Frank Collier	Charge the Congregation	Minister
Robert Crason	Lead in Worship	Elder

e. Mr. Goforth was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF DOUGLAS A. HORNE

ACTION:

17. Presbytery approved the committee and floor examination of Douglas A. Horne in accordance with Book of Order G-11.0402.

a. The Reverend Doug Horne was received into Salem Presbytery from Scioto Valley Presbytery in Ohio as a member engaged in other work. Doug is presently at North Carolina Baptist Hospital in the Pastoral Care Department. He is accepting an Interim position at the Danbury Community Church of Danbury.

b. His credo which follows, was approved:

I believe in God the creator of the earth and the heavens. God spoke and by that word alone brought into being all that is and brought order out of chaos. And God called it good. Out of love God created humankind in God's own image. Male and female, we were created to love, serve and enjoy God. Given dominion over the rest of creation we are called on by God to provide faithful stewardship, ensuring the prudent use and equitable distribution of its resources.

From the beginning God intended that humanity be in communion with one another and with God. But like a loving parent God chose not to force acceptance but rather allowed humankind the free choice of how to respond. Unfortunately, human nature prized personal pride and selfishness above the love of God. Given the choice humankind chose the way of sin, rejecting God's love and sovereignty. Humanity proved incapable of living in complete communion with God. As a result of this separation from God, the very source and author of all life, death entered the world.

Though forsaken by humanity God continued to love all of creation and longed for reconciliation with it. Historically, God's desire was made known through the covenant promises to the people of Israel who, though wayward and wandering, were consistently called back into relationship with God. But just as consistently, the world continued to deny God's claim.

Out of love and a desire for reconciliation God chose to enter into human existence and share in its suffering by becoming incarnate in the person of Jesus of Nazareth. Through Jesus' life, death and resurrection God's essential nature and

character and the depth of God's love were revealed. By Jesus' death and resurrection the power of sin to divide God from creation was overcome and a right relationship, that not even death could destroy, was restored.

In spite of Christ's reconciling work, creation still strains under the burden of sin. Recognizing the struggle, God continues to share in it through the power of the Holy Spirit. The Church as the body of Christ stands as a visible sign of the invisible reality of God's presence with and for us. Guided by the Holy Scriptures, through which God's word is most reliably revealed, the Church is empowered to continue the reconciling work begun in Christ until such time as the kingdom comes in all its fullness. That work includes maintaining communion with God through constant prayer; gathering for worship and study; ministering to the needs of our neighbor; proclaiming the newness of life which is ours through Christ; and calling for the repentance of individuals and societies bent on destructive ways.

In the sacraments of Baptism and Communion the Church acknowledges and continues the work begun in Christ. In infant baptism, in particular, we are reminded of God's grace in calling us when we were unable to help ourselves and apart from God we continue to be helpless in the face of sin. In communion we remember God's constant sacrifice and affirm God's undying love. We celebrate the unity in faith of all believers at every time and in every place in Ospite of our differences. And in so doing we proclaim the coming of God's kingdom.

c. Mr. Horne was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF MORTON R. KURTZ

ACTION:

18. The Reverend Morton Kurtz was received into Salem Presbytery from New Hope Presbytery as honorably retired. Morton lives in Burlington and wishes to have opportunities for ministry within our presbytery.

a. His credo which follows, was approved:

I was blessed to have a father and mother who loved me, were morally upright and believed in God. However, one all-important ingredient was lacking: they were not Christians; so, even though I was sent to Sunday School briefly in my early years, I grew up not knowing Jesus Christ.

I was, therefore, totally unprepared spiritually for my father's death which occurred when I was 19 and still at home. But God was working in all that happened. Through a series of events that only He could have orchestrated, I came to a knowledge of my lost condition, received the glorious news that Jesus had died for my sin, and found my life changed forever.

With all the enthusiasm of a newborn child of God, I knew my life's work was to be in full-time Christian service. Many obstacles presented themselves, but the Lord had His hand on me and had led me now for over 50 years in the Gospel ministry. Without attempting any comparison to the great apostles, I can join Paul from the heart in saying "I know whom I have believed, and am persuaded that he is able to keep that which I have committed unto him against that day."

The Bible, augmented by my personal experience of God's grace, is the basis of my belief. The Bible, to me, is the inspired Word of God, the one true guidebook for the Church of Jesus Christ and for its individual members. In this book, I come to know God to be the Almighty One, Creator of heaven and earth, existing forever, holy and righteous, hating sin yet merciful to the repentant sinner. I came to know Jesus Christ to be God's only Son, who existed with His Father from the very beginning--before creation. He "became flesh", that is, a human being, being born of Mary, but not conceived by man but by the Holy Spirit. As truly God and truly man, Jesus was able to meet both God's need for holiness and man's need for salvation from sin by taking our place on the cross and being offered up for us. He died and was buried, but on the third day he rose from the tomb and is now at God's right hand from which place he will come, in God's appointed time, to judge the world and reign as "king of kings." In His death and resurrection Jesus broke forever the power of sin and death over all who believe. I believe in the Holy Spirit as the third Person in the Godhead. There is but one God; the Son and the Holy Spirit have their function yet work in perfect accord with God. The Spirit, sent by Christ after his resurrection, guides believers into all truth and is always with them.

I believe in the Church as the body of Christ, universal, truly one regardless of human divisions, whether of race, gender, nationality, or denomination. From the church I have experienced fellowship at its best. His sacraments of baptism and the Lord's Supper are both outward signs of God's inward grace and deeply meaningful expressions of obedience to Christ. In baptism, I followed my Lord in obedience to His example. As a pastor, I baptize others in obedience to His command to "go into all the world and make disciples....baptizing them in the name of the Father, the Son, and the Holy Spirit." I take the Lord's Supper in obedience to Jesus' command to love one another as He loved us, which reminds me of His death on the cross for my sin. I partake in communion with Christ and fellow believers.

I recognize that being a disciple of Jesus calls for continuing growth in knowledge of His will for my life and in growing obedience to Him. This process must continue until that day when I shall see him face to face.

b. Mr. Kurtz was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF WILLIAM SIMS METZEL

ACTION:

19. The Reverend William Sims Metzel was received into Salem Presbytery from the Presbytery of the James for the purpose of accepting the call as Pastor of the Francisco and Collinstown Presbyterian Churches of Westfield, NC. The effective date is November 1, 1991.

Since 1981 Bill has done missionary work in Zaire. He is a graduate of Washington and Lee University, attended Columbia Theological Seminary, and has a B.D. and Th.M. from Union Theological Seminary in Richmond.

a. His credo which follows, was approved:

Who is Jesus? Finding the answer to this question is what opened up the Christian faith for me. As a young person I put

this question on a back burner. On the eve of graduation from college, unsure of what to do with my life, I attended a conference on Christian vocation. I heard God speaking to me for the first time through the words of Jesus in Matthew 6:24-33, particularly the words "Seek ye first the Kingdom of God and His righteousness." I saw I had to put God and His will first in my life and let other priorities follow. I took a job in industry without a big future but one I felt God showed me. Studying the New Testament became very important. I became a regular church goer. At last I saw it was true what the Church had been saying all along - that Jesus is indeed the Son of God, God Himself, in fact, came down among us a man, that He could, indeed, pay for the sins of all humankind by His death on the cross, and I knew that I was a sinner for whom He died. I accepted Him as Savior and Lord. It seemed to me a whole new life opened before me. I did not lose my long time interest in trying to improve the lot of poor and hurting people in this world, but now it made sense because I knew God is with His people helping us to do this. I joined the church where I was. Within months I knew that what I wanted to do most with my life was tell others the great good news of Jesus.

Key words around which I can summarize my beliefs are forgiveness, life and grace.

(1) Forgiveness was the door by which I entered the faith. When I finally recognized I am a sinner and the seriousness of sin and that Christ died to deliver us from it, I was glad to turn away from the wrong things in my life to believe in and follow Him. To me the greatest joy in life as a Christian is to know one is forgiven.

(2) Life is what I have now that I am in Christ - new life, real life, eternal life. It is terribly important that it continues after death. It is also terribly important that it begins when we believe in Christ and is to be lived here on earth for the glory of God while we're here. We live now in a new relationship with God - as His children, responsible to live in love and obedience to Him. We also live in a new relationship to our fellow human beings, i.e. we are to love them, for Christ loves them, and He died for them, too. We live in hope because we know that despite the suffering and evil in the world, Christ has won the victory, and He is coming again to set all things right.

In our lives as Christians, God has called us to live and witness together as a body, the Church. We are to be engaged in mission, i.e. to witness to the love of God in Jesus and to beseech men and women to be reconciled to God through Him. The witness is to begin at home and to extend to all peoples on earth. An integral part of our witness is our "social witness," i.e. we must take into account that what we do or fail to do about human needs all around us heavily impacts the way our words come across and, in fact, is part of our message.

(3) Grace is a convenient concept around which to group five other aspects of my faith: the gift of the Holy Spirit, prayer, God's Word, the sacraments and good works all of which are blessings God gives us in His amazing grace. (a) The Holy Spirit is an essential gift of grace which God (or Christ) pours out on all who believe in Jesus to empower them to live and witness. The Spirit manifests Himself in His people through a variety of individual gifts to be used for His glory. (b) Prayer. Who can overemphasize the importance of being able to communicate with God and to receive the blessings He bestows in response? (c) The Word of God. By this blessing I mean we have by His grace the Bible and that as we read it, study it, pray over it and listen to it expounded, God speaks to our hearts, blesses us and changes us for good. As the Book of Order says, "The Church confesses the Scriptures to be the Word of God written, witnessing to God's self-revelation" (B.O.,W-2,2001).

(d) The sacraments are indeed means by which God in His grace communicates His presence and help to believers. Baptism is the sign and seal of what God has done for us in Christ and of our acceptance of His salvation. It marks us as His people. Simply put, infant baptism is the showing forth of this sign and the stamping of this seal upon little children in anticipation of their acceptance at the age of accountability of what has been claimed for them by the Church and their parents. In the Lord's Supper Christ ministers by His Spirit through the elements to assure us that He has really died to cleanse us of sin, is risen to be the bread of our lives and is coming again to establish His kingdom. We are reminded and refreshed and given a fresh start every time we commune with Him in this way. (e) Good works are all the needful things God in His mercy intends for us to do to advance His Kingdom on earth. His grace enables us to do them.

b. Presbytery approved the establishment of a Pastoral relationship between Mr. Metzel and the Collinstown and Francisco Presbyterian Churches effective November 1, 1992; approved the following Terms of Call; and the call was ordered placed in his hands.

Collinstown Presbyterian Church

Salary	$7,750.00
Housing Allowance	1,000.00
Automobile Allowance	1,300.00
Book/Study Leave Allowance	275.00
Medical Insurance/Annuity	3,262.00
Moving Costs Provided	
Social Security Equivalent	858.00
Vacation	4 weeks
Study Leave	2 weeks

Francisco Presbyterian Church

Salary	$7,750.00
Housing Allowance	1,000.00
Automobile Allowance	1,300.00
Book/Study Leave Allowance	275.00
Medical Insurance/Annuity	3,262.00
Moving Costs Provided	
Social Security Equivalent	858.00
Vacation	4 weeks
Study Leave	2 weeks

c. The following Administrative Commission was approved to install him as Pastor of Collinstown/Francisco Presbyterian Churches, Westfield, NC on February 16, 1992 at 3:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
A. Carter Shelley	Preside & Propound the Constitutional Questions	Minister
Charles McKee	Preach the Sermon	Minister
William E. Phipps Shenandoah Presbytery	Charge the Minister	Minister
Perry Snipes	Charge the Congregation	Elder
Jesse Bledsoe	Lead in Worship	Minister
Barbara Classen		Elder
Thomas Holt		Elder
Thadia George		Elder

d. Mr. Metzel was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

EXAMINATION OF JIM MOORE AS COMMISSIONED LAY PREACHER

ACTION:

20. The examination of Jim Moore as a commissioned lay preacher by the Examinations Committee of Salem Presbytery was approved. He has been instructed and examined in Bible, Reformed Theology, Sacraments, Presbyterian Polity, preaching and teaching and regarding his personal faith and motives for seeking such a commission. (G-14.0516)

His credo is as follows:

I believe a statement of faith is a hymn of praise.
I sing God the Almighty, creator of the dancing universe, the skipping mountains, the laughing waters. (The refrain is, The world is good, the world is good.)
It is Jesus Christ who makes all this believable.
I sing Jesus Christ, God's only son, my only Lord.
His mother was a Jewish virgin named Mary.
He lived the life of a man, just as I do, except that he did God's will in all things.
He loved all men and women and children freely, graciously, openly.
Other people found him guilty of being what they were not so they condemned Him as a criminal and killed Him.
He was buried.
This same Jesus, obedient to God in all things,
overcame death,
set people free from the power of sin.
brought to light life and immortality.
reconciled the alienated cosmos to itself and to God.
He rose from the dead. He is exalted above all else.
He continues his life with God.
This same Jesus will come to judge all people
all judgements
all deeds
all statements of faith.
No person can avoid the encounter. No person can count on his or her own accomplishments. No person can determine the outcome.
I sing faith in Jesus Christ, faith granted and guaranteed by His spirit.

I sing the melody of the Holy Spirit, life's Lord and source,
coming from the Father and the Son, one with them, filling us with the spirit of love and unity; speaking for us out of our private depths, to us in corporate worship; where the Word is proclaimed and where there are sacraments, songs and prayers.
I sing the harmony of the church, pilgrim people, body of Christ.
hurting where the world hurts
lonely where the world is lonely
dying where the world dies.
My song affirms life and the dignity of all people.
While seeking it my song praises love.
While yearning for it my song praises peace.

Even when my song is drowned by the drums of destruction, hate, violence, greed, inhumanity and contempt for the hungry and poor and suffering and exploited.

To them I sing my song of hope, even joy, while getting my hands calloused and dirty working with them for their dignity and freedom. Though my body is beaten by those drummers who fear my song - I sing even to them.

I sing my finite manhood, my home and family and job, given as gifts.
I sing my confidence in the resurrection after death.

Alleluia. Amen.

COMMITTEE ON MINISTRY REPORT
Laura Spangler, Moderator

The Committee On Ministry has planned for February 17-19, 1992 a special Interim Minister Workshop. The Reverend Alan Gripe will lead this event. It is our hope that all ministers doing interims in this presbytery will participate in this event or another of equal value.

The Committee On Ministry continues to study the problem of churches failing to pay dues to the Board of Pensions. The Committee is studying new procedures adopted by the Board of Pensions regarding this matter.

The Committee On Ministry will report Changes in Terms of Call at the April meeting of Salem Presbytery. If Change In Terms of Call forms have not been returned to the Presbytery, please do so as soon as possible.

COMMISSIONED LAY PREACHER

ACTION:

21. Mr. Jim Moore of the Clemmons Presbyterian Church of Clemmons was Commissioned as a Lay Preacher so that he may more fully serve the Love Valley Presbyterian Church. Mr. Moore's term at the Love Valley Church will be for three years, to be reviewed annually.

    Jim, previously ordained, has recently been employed as National Sales Manager of the Meistergram Company of Greensboro, N C. He has a B.A. from the University of Georgia and a M.Div. from Princeton Seminary. Most recently, Jim has served as Director of the Meals On Wheels program of Winston-Salem.

MINISTER MOVING INSIDE THE PRESBYTERY

ACTION:

22. The following actions of the Committee On Ministry were admitted to the record of Salem Presbytery as its action:

    a. The relationship between The Reverend David Henry and the Unity Presbyterian Church of Salisbury was dissolved so that he may accept the call as Pastor of the Vandalia Presbyterian Church of Greensboro, NC. The effective date is December 1, 1991.

b. The following Terms of Call for Reverend David Henry were approved:

Salary	$22,000
(includes Social Security	
Housing Allowance	11,200
Pension/Annuity (26%)	8,632
Automobile Allowance	2,600
Continuing Education	1,000
Dental Insurance	729
Moving Expense	Provided
Vacation	Four weeks
Study Leave	Two weeks

c. The following Administrative Commission was approved to install him as Pastor of Vandalia Presbyterian Church, Greensboro, NC on February 2, 1992 at 3:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
James Rissmiller	Preside & Propound the Constitutional Questions	Minister
Ivan Lowery	Preach the Sermon	Minister
Dennis Sebesan	Charge the Minister	Minister
Lois Bohnsack	Charge the Congregation	Elder
Malcolm Bullock	Lead in Worship	Minister
A. Carter Shelley	Introduce Commission & Statement of Purpose	Minister
Phyllis Chambers	Other Parts of Worship	Elder
Sam E. Correll	Other Parts of Worship	Elder

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTION:

23. The following actions of the Committee On Ministry regarding ministers transferring to other presbyteries were admitted to the record of Salem Presbytery as its action:

a. The Reverend Susan Roddey, member-at-large, was transfered from Salem Presbytery to Charlotte Presbytery.

b. The Reverend Bobby Dean, member-at-large, was transfered from Salem Presbytery to Coastal Carolina Presbytery.

c. The Reverend Clyde Cook was transfered from Salem Presbytery to Pittsburgh Presbytery to accept the call at the Fox Chapel Presbyterian Church, Pittsburgh, PA. The effective date is January 16, 1992.

INTERIM SUPPLY RELATIONSHIPS

ACTION:

24. The following actions of the Committee On Ministry regarding Interim Supply Relationships were admitted to the record of Salem Presbytery as its actions:

a. The Reverend Morton Kurtz to serve as Interim Supply of the Greenwood Presbyterian Church of Reidsville; and Morton will serve as Moderator of the Session. The effective date of this agreement is November 1, 1991 and will continue for twelve months. Either party may terminate the agreement with a 30-day notice.

b. The Interim Supply relationship between The Reverend John Wilkerson and the Thyatira Presbyterian Church to continue for another six-month period, beginning February 1, 1992. All of the conditions of the previous agreement will remain in effect.

c. The Reverend Douglas A. Horne and the Danbury Community Church to continue in their Interim Supply relationship for a period of six months beginning October 1, 1991. The agreement will be at the terms approved by the Committee On Ministry. Either party may terminate the agreement with a 30 day written notice, and that Rev. Horne be allowed to serve as Moderator of the Session.

d. The Reverend Tom Anderson and the First Presbyterian Church of Reidsville to establish an Interim Supply relationship for a period of 12 months beginning January 1, 1992. The agreement will be at the terms approved by the Committee On Ministry. Either party may terminate the agreement with a 30 day written notice. Rev. Anderson will serve as Moderator of the Session.

STATED SUPPLY RELATIONSHIPS

ACTION:

25. The following actions of the Committee On Ministry were admitted to the record of Salem Presbytery as its actions:

a. The Reverend Mary Boyd Click and the El Bethel Presbyterian Church of Eden to continue their Stated Supply relationship for another year. All terms of the agreement remain the same, except changes in the cost of medical insurance.

b. The Reverend Charles McKee to serve as Stated Supply and Moderator of the Session at the Whispering Pines Presbyterian Church, Asheboro, NC for one year beginning January 1, 1992.

c. The Rev. Cecil C. Callis and the Mt. Vernon Springs Presbyterian Church to continue their Stated Supply relationship for another year beginning January 1, 1992.

APPOINTMENT OF MODERATORS

ACTION:

26. The following actions of the Committee On Ministry regarding appointment of Moderators were admitted to the record of Salem Presbytery as its actions:

a. The Reverend Jean Rodenbough was appointed Moderator of the Session for the Bethesda Presbyterian Church of Ruffin.

b. The Reverend Scott Girard was appointed Moderator of the Session for the Unity Presbyterian Church of Woodleaf, NC.

c. The Reverend Steve Snipes was appointed Moderator of the Session for the Love Valley Presbyterian Church.

d. The Reverend Cecil C. Callis was appointed Moderator of the Session for the Gulf Presbyterian Church.

REQUEST FOR RETIREMENT

ACTION:

27. Presbytery approved the honorable retirement of The Reverend Stanley Milton Voth effective April 30, 1992, and his relationship with the First Presbyterian Church of Winston-Salem was dissolved as of that date, and that a service of retirement will be planned for Stan during the April meeting of Salem Presbytery.

DISSOLUTION OF RELATIONSHIP

ACTIONS:

28. The relationship between The Reverend Page Shelton and the Third Creek Presbyterian Church was dissolved effective January 19, 1992.

29. The relationship between The Reverend Stevan A. Snipes and the North Wilkesboro Presbyterian Church was dissolved effective December 29, 1991.

ACTION:

30. Jim Moore, Commissioned Lay Preacher for Love Valley Presbyterian Church, was granted permission by Presbytery to administer the Sacrament of the Lord's Supper as accorded by the Book of Order G-14.0516c.

EDEN ANNIVERSARY

Presbytery noted that the First Presbyterian Church of Eden will celebrate its 50th anniversary on March 22, 1992. The successor of the church which baptized John Motley Morehead, the Eden Church will have as guest preacher Price Gwynn, III, Moderator of the 202nd General Assembly.

PREPARATION FOR MINISTRY COMMITTEE
David Daniel, Moderator

The Committee On Preparation for Ministry has held three meetings since last meeting of Presbytery at the Presbyterian Church of the Covenant in Greensboro. In response to financial requests, the Committee has allocated grants to inquirers and candidates and one prospective candidate (to be received as a candidate at the winter stated meeting)*, as follows:

Fred Beck	$1,307.00
Frank Boyd	760.00
Kathy Carpenter	1,207.00

Elizabeth Inman	1,214.00
Ben Trawick	1,603.00
Ty Saltzgiver	1,040.00
*Calvin Crump	1,700.00
	$8,831.00

The Committee is most appreciative of the support of Salem Presbytery which made these grants possible. Our inquirers and candidates greatly appreciate this support which, in a number of cases, represents the difference between incurring heavy indebtedness for their theological education or starting out free of such burdens.

ACTIONS:

31. Frank McNair was removed from covenant relationship with Salem Presbytery at his request.

32. The Reverend Calvin Crump, an ordained Baptist minister and a member of the St. Paul Presbyterian Church in High Point, NC, pursuing the M.Div. degree at Johnson C. Smith Theological Seminary in Atlanta, was approved to enter into the PC(USA) ordination process at the candidacy level. He was examined and received as a candidate in covenant with Salem Presbytery. Mr. Crump's application has been approved by the St. Paul Session and the Committee On Preparation for Ministry after interviews with him. The recommendation above is in accord with Salem Presbytery's Committee On Ministry which recommended to the Committee On Preparation for Ministry that in recognition of his prior ordained service, Mr. Crump enter the ordination process not as an inquirer but as a candidate.

33. Brian Stewart of the Alamance Presbyterian Church was enrolled as an Inquirer in accordance with G-14.303e.

This is to announce that the Committee On Preparation for Ministry meetings for February 24, March 23 and April 27 will be held at the office of Salem Presbytery in Clemmons.

The Annual Consultation will be held on June 6, 1992 at Highland Presbyterian Church in Winston-Salem, NC.

STANDING COMMITTEES

BILLS AND OVERTURES COMMITTEE

Committee Moderator Curtis Patterson reported.

ACTION:

34. Presbytery adopted the following overture for funding Environmental Justice and Stewardship.

AN OVERTURE TO THE 204TH (1992) GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH (U.S.A.)
FROM SALEM PRESBYTERY
FOR FUNDING OF ENVIRONMENTAL JUSTICE AND STEWARDSHIP

The Salem Presbytery, meeting February 1, 1992, at Highland Presbyterian Church, Winston-Salem, North Carolina, overtures the 204th General Assembly as follows:

WHEREAS, the 202nd (1990) General Assembly of the Presbyterian Church (U.S.A.) adopted the report entitled "Restoring Creation for Ecology and Justice" with its recommendations by an overwhelming majority as a new priority of mission to mobilize the church at every level for maximum involvement and influence; and,

WHEREAS, the 203rd (1991) General Assembly reaffirmed restoring creation as a"paramount concern", called for support and participation in the preparation and follow-up of the United Nations Conference on Environment and Development (UNCED) in Brazil, June 1992, and called for the church's participation in prepatory and follow-up processes, with congregations "in a process of creating more environmentally sustainable economic and living practices"; and,

WHEREAS, the 1990 General Assembly action called, not only for infusion of ecology and justice perspectives and concerns into the ongoing functions of the mission units of the General Assembly, but also for: a focused strategy of creative initiative...[with] formation of a General Assembly office or program group on Environmental Justice and Stewardship, coordinated by the Social Justice and Peacemaking Ministry Unit, with enough new staff and budget to cultivate a churchwide network designed to respond to global and local environmental crises and to develop denominational and ecumenical capability for significant eco-justice mission; and,

WHEREAS, while some steps have been made for "infusion" of environmental justice concern to provide resources to program areas or local groups, the full implementation of the "creative initiative" has been deferred because of a lack of financial resources or financial planning to support the priority of environmental mission; and,

WHEREAS, intensifying global problems of climate change and ozone depletion,international recognition of problems through UNCED, the ever apparent necessity of moral and spiritual undergirding for overdue changes of policy and practice, the growing demands by congregations and community organizations for resources, and other developments since 1990 have heightened the need and opportunity for the church's mobilization in behalf of the endangered creation; and,

WHEREAS, the church's commitment to such a mobilization requires nothing less than the full implementation of the "creative initiative", with staff in Louisville to provide overall leadership and coordination for churchwide programming, public witness, and ecumenical cooperation;

THEREFORE BE IT RESOLVED, that Salem Presbytery respectfully overtures the 204th General Assembly and calls upon it:

TO COMMEND its agencies, and ENCOURAGE their steadfast efforts for infusing eco-justice concerns into ongoing work as a partial implementation of the new mission initiative; and,

TO DIRECT the General Assembly Council, the Stewardship and Communication Unit, and the Social Justice and Peacemaking Unit to confer on the most appropriate way to implement the creative mission initiative for Environmental Justice and Stewardship, and to provide the necessary funds for staffing and implementation of that initiative by January 1993, in accordance with specifications of the 1990 General Assembly Minutes, Part I, paragraphs 40.871 to 40.886, with updating of cost estimates; by using funds from a

combined special offering (e.g. to enlarge the Peacemaking Offering with enhanced concept and interpretation to take advantage of a widespread interest and support for environmental concerns), or some combination of any other sources that may be available.

John M. Handley, Stated Clerk

ACTION:

35. Presbytery answered the resolution concerning the exclusion of the Human Sexuality Report in the negative, with appreciation and thanks to the Session of the First Presbyterian Church of Winston-Salem for their concern in this matter.

VOTE TO EXTEND ADJOURNMENT

At 4:10 p.m. the Presbytery voted to extend adjournment by 20 minutes.

BILLS AND OVERTURES COMMITTEE (continued)

ACTION:

36. Presbytery adopted the resolution of the Session of the Speedwell Presbyterian Church concerning the issues of tobacco and the Church's investment in the tobacco industry.

AN OVERTURE TO THE 204TH GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH (U.S.A.)
FROM SALEM PRESBYTERY
ON THE ISSUE OF TOBACCO

The Salem Presbytery, meeting February 1, 1992, at Highland Presbyterian Church, Winston-Salem, North Carolina, overtures the 204th General Assembly as follows:

WHEREAS, the 199th (1987) General Assembly of the Presbyterian Church (U.S.A.)adopted resolution 48-87 which expresses grave concern for users as well as many non-users of tobacco, and

WHEREAS, the 202nd (1990) General Assembly of the Presbyterian Church (U.S.A.)adopted recommendation 34.124 - 34.137 from the General Assembly Council, which states in part:

"Resolved, That the 202nd General Assembly of the Presbyterian Church (U.S.A.): Establishes that it shall be the policy of the General Assembly not to invest in securities of companies whose principal business is tobacco and are known as such."

WHEREAS, the General Assembly Divestment List 1991-1992 specifies the Ligget Group, Philip Morris and RJR Nabisco among those companies targeted for divestment, and

WHEREAS, a sizeable amount of support for many churches in Salem Presbytery comes from employees and retirees of the tobacco industry, and

WHEREAS, the contributions of the tobacco industry to the field of education, to numerous health and medical facilities, and to the economy of North Carolina are indisputable, with supplemental funding for ministerial pensions, as well as providing the tax base of our economy, and

WHEREAS, the ethical and economic implications of the use of tobacco present an enormously complex issue, not lent to easy proclamations, we would like the General Assembly to understand the dilemma it has caused in the hearts and minds of its membership in the states where tobacco provides the basic income for many congregations in our presbytery, state and Synod. We ask ourselves the difficult questions and are unable to answer them satisfactorily. Do the implications of the 1987 and 1990 overtures concerning tobacco imply that the General Assembly does not want the contributions of Presbyterians or others who have earned those contributions from the tobacco industry? Why has the tobacco industry been singled out for divestiture from the multitude of investments made by the Presbyterian Church? We are confused by the ambiguity of interpretations of the overture and are seeking a sense of direction which can be followed by our congregation.

BE IT THEREFORE RESOLVED, that Salem Presbytery is requesting suspension of the 199th and 202nd General Assembly's action on tobacco until the above questions can be resolved.

John M. Handley

John M. Handley, Stated Clerk

ACTION:

37. Presbytery adopted and transmitted to General Assembly the following resolution of the First Presbyterian Church of Reidsville concerning money and gifts generated directly or indirectly from the tobacco industry.

AN OVERTURE TO THE 204TH (1992) GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH (U.S.A.)
FROM SALEM PRESBYTERY
CLARIFYING ITS DESIRE TO ACCEPT MONEY
GENERATED FROM THE TOBACCO INDUSTRY

The Salem Presbytery, meeting February 1, 1992, at Highland Presbyterian Church, Winston-Salem, North Carolina, overtures the 204th General Assembly as follows:

WHEREAS, the 199th General Assembly (1987) of the Presbyterian Church (U.S.A.) adopted resolution 48-87 AND WHEREAS the 202nd General Assembly adopted recommendations 34.124-34.137 which positions of the General Assembly express grave concern for the users of tobacco and establishes certain policies of the General Assembly which are a matter of record; and

WHEREAS, the Salem Presbytery, through its committee on Bills and Overtures has recognized the complexity of the moral and ethical dilemmas involved in the tobacco issue; and

WHEREAS, members of the First Presbyterian of Reidsville, some of whom are employees of the American Tobacco Company or farm in tobacco, have been and desire to continue to be good stewards of God through gifts and tithes and desire to do so as members of the

Presbyterian Church, but these members now have an actual conflict in "their" faith and understanding of God's will due to the positions taken by their church; and

WHEREAS, the tobacco industry and tobacco use issues are so complex and involved and the Gospel does not speak or guide Christians in the use, sale, distribution, or growing of tobacco products or the investment in the stocks of tobacco companies; and

WHEREAS, the stance as taken by the General Assembly of 1987 and 1990 are viewed by some devout Presbyterians as an attack on their personal morals, ethics and status as Christian individuals; and

WHEREAS, the position of the 199th General Assembly goes far beyond the simple request of divestment of stock, but urges a substantial increase in taxation of an industry which for many North Carolinians and Presbyterians has represented a means of making an honest, decent and legal living; and

WHEREAS, many Presbyterian members believe and can factually support the proposition that the tobacco industry and its employees have had a very positive effect on hunger, starvation and homelessness through its contributions as responsible corporate citizens and individual citizens employed by said companies; and

WHEREAS, the stance of the General Assembly as published and circulated may well ostracize those folks who are directly tied to tobacco such that they feel compelled to leave "their" church in order to avoid the hypocrisy of worshiping God through gifts of their money, yet being tainted daily by their work and involvement in the tobacco industry; and

WHEREAS, the Tobacco Study Committee recognized that raising questions about the source of one's livelihood may be difficult, the Church likewise, has the same difficult task in questioning the source of its gifts and donations.

BE IT THEREFORE RESOLVED, that Salem Presbytery respectfully overtures the 204th General Assembly (1992) of the Presbyterian Church (U.S.A.) to make clarification and give direction as to whether the General Assembly desires to accept money and gifts generated directly or indirectly from the tobacco industry.

John M. Handley

John M. Handley, Stated Clerk

MEMORIALS

Memorials were read for the following ministers who died in 1991 (Appendix H, pp. 67-70).

W. M. Currie - read by Jerry Shetler
Rufus Jamerson - read by James Mitcham
George F. Neal - read by Sam Stevenson
Charles Reckard - read by Jerry Shetler
William Wilson Sloan - read by Katy Reed

HUMAN SEXUALITY TASK FORCE

Stewart Ellis reported the progress of the task force and solicited the assistance of the Presbytery in its work.

CAREER AND PERSONAL COUNSELING SERVICE

Presbytery heard briefly from Dr. Elbert Patton from the Career and Personal Counseling Center in Laurinburg, North Carolina.

NOMINATIONS COMMITTEE REPORT
Malcolm Bullock, Moderator

ACTION:

38. After opportunity for nominations from the floor, Presbytery elect the following persons to fill vacancies in the structure as stated.

Council
Moderator: N. N. Fleming, III (Hawfields) '94

Class of '92
Linton Deck (First [Greensboro]) replaces Rudolph Boone

Class of '94 At-Large
Haywood Cope (John Calvin)
Catrelia Hunter (Trinity [Salisbury])

Adult Ministry
Moderator: Ed Powers (Church of the Covenant) '94

Class of '94
Gayle Priester (Clemmons)
Helen Mitcham (Grace)

Camp Grier
Moderator: Guy Hunt (Beulah/Wilkesboro Chapel) '94

Class of '93
John Johnson (First [Burlington]) replaces Stella Efird

Camp New Hope
Moderator: Bob Bryant (Cross Roads) '92

Camp New Hope
Program sub-committee, Class of '94
Don McRacken

Children's Ministry
Class of '92
Donna Chase (Alamance) replaces Harry Hamilton

Class of '94
Carol Burke (First [Mt. Airy])

Church Development
Class of '92
Marsha Hooks (Community in Christ) replaces Bonnie Burkett

Class of '94
Betty Hankins (Starmount)
Herb Reese (St. Paul [Greensboro])

Communications
Class of '94
James Bullock (Highland)

Criminal Justice
Class of '94
Lyman Collins (First [Eden])

Ecumenical Relations
Class of '93
Eptasam Takla (Parkway)

Class of '94
Lois Brake (Grace)
Betty Peraldo (Guilford Park)

Educational Ministry
Class of '94
Don Mimbs (Retired)
Michael Maynard (Starmount)

Evangelism
Class of '93
Bob Jeffords (Covenant) replaces Bob Lewis

Examinations
Class of '93
Larry Summey

Class of '94
Ed Brammer (Retired)

Higher Education
Class of '94
Jung Kim (First [Korean])

Hunger
Class of '94
Charles Cameron (Pittsboro)

International Missions
Class of '93
Dr. UiHo Park (First [Salisbury])

Class of '94
Marion Cameron (Pittsboro)
Brad Long (Presbyterian & Reformed Renewal Ministries)

Ministry (Committee on)
Class of '94
Linda Blessing (Flat Rock)

Outdoor Ministries Division
Class of '93
Wyatt Aiken (Mebane)

Ex Officio
Bob Bryant (Camp New Hope Committee)
Guy Hunt (Camp Grier Committee)

Peacemaking
Class of '94
Johnnie Toomer

Preparation for Ministry
Class of '94
Evelyn Edwards (First [Greensboro])

Professional Development
Class of '93
Elaine Woods

Racial Ethnic
Class of '94
Hallie Cundiff (First [Boonville])

Representation
Class of '94
Roxie Settle (Lloyd)

Resource Centers
Class of '94
James Hegner (First [Greensboro])

Singles
Class of '92
Val Follo (First [Winston-Salem])

Class of '93
Julie Doub (First [Winston-Salem])

Class of '94
Alexander Edwards (Edward Webb)

Social Justice
Co-Moderator: Robert McBryde (St. James) '92

Stewardship Education
Class of '94
Mike Farris (First [Salisbury])

Women's Ministry
Class of '94
Kathy Kirstner (Fellowship)

Worship and Music
Class of '93
Michael Askew (Reid Memorial) replaces Pinnix

Youth Ministry
Class of '94
James Henderson (Calvary)

ACTION:

39. After opportunity for nominations from the floor the following persons were elected:

Moderator of Presbytery 1992
Elder Rudolph V. Boone, Sr. (Dellabrook)

Vice-Moderator of Presbytery 1992
Rev. Mrs. Cindy Higgins (Starmount)

ACTION:

40. After opportunity for nominations from the floor, the following persons were elected as 1992 General Assembly Alternate Commissioners*:

Elders	Ministers
Margaret Marks (Calvary)	Carole Chase (Elon College)
Richard Boyd (First St'ville])	Dusty Fiedler (Clemmons)
David Beal (First [Mt. Airy])	Charles Williams (First [Burl.])
Vance Barron, Jr. (First [G'boro])	Joe Spears (Mt. Tabor)

*Become Principal Commissioners in 1993.

Since our Committees critically need regular attendance, the Nominating Committee suggests the following guidelines for Committee Moderators.

ACTION:

41. After two consecutive absences from meetings in a given year, committee members will be asked by the Committee Moderator if they intend to continue as members and become active. If another absence occurs in the same year, that committee may ask the Nominating Committee to replace that member.

Remaining Vacancies

Camp New Hope
Property sub-committee, Class of '94

Communications Committee
Class of '94

Criminal Justice Committee
Class of '94

Educational Ministry Committee
Class of '94

Resource Centers Committee
Class of '92

Class of '93

Social Justice Committee
Class of '93

Spiritual Formation and Enrichment Committee
Class of '94

REPORT OF THE STATED CLERK

Sessional Records Review

102 Churches presented their 1990 Sessional records for review at workshops held in six section meetings. 56 were approved, 45 were approved pending corrections or additions, 1 was incomplete. 1 other did not present their records, but indicated progress toward completion.

Those Approved included:

Alamance, Bethany (Graham), Bethany (Statesville), Bethel, Brentwood, Buffalo, First (Burlington), Calvary, Cameron, Church of the Cross, Clemmons, Cleveland, Community in Christ, Concord, Covenant, Cross Roads, Church of the Covenant, Edward Webb Memorial, Elkin, Elmwood, Glendale Springs, Glenwood, Graham, Griers, Gulf, Hawfields, Highland, Hills, John Calvin, First (Kernersville), First (Lexington), Lloyd, Logan, Mebane, First (Mt. Airy), Mount Vernon Springs, Old Providence, Parkway, Piedmont, Pine Ridge, Randolph, First (Salisbury), Shallowford, Spencer, St. James, St. Paul (Greensboro), Starmount, Tabor, Third Creek, First (Thomasville), Thyatira, Trinity (Burlington), Trinity (Winston-Salem), Unity, Westminster (Burlington), First (Winston-Salem).

Those Approved, Pending included:

Allen Temple, Asbury, Bethesda (Ruffin), Bethesda (Statesville), First (Boone), Centre, Collinstown, Cooleemee, Dogwood Acres, First (Eden), Fieldstone, Fifth Creek, Forest Hills, Forest Park, Francisco, Freedom, Grace, First (Greensboro), Greenwood, First (High Point), Joyce, Lansing, Laurel Fork, Love Valley, First (Mocksville), Mount Jefferson, Mount Tabor, North Wilkesboro, Oakland, First (Pilot Mountain), Pleasant Grove, Prospect, First (Reidsville), Sandy Ridge, Shiloh (Burlington), Siler City, Smyrna, Speedwell, Stoneville, Stony Creek, Trinity (Salisbury), Vandalia, Wentworth, Westminster (Greensboro), Yadkin United, Yanceyville.

Incomplete, but reporting:

First Korean, Shady Side.

Did not present records:

First (Asheboro), Baird's Creek, Beulah, Bixby, First (Boonville), Clio, Crestwood, Danbury Community, Dellabrook, Ebenezer, El Bethel, Fairmont, Faith, Fellowship, Flat Rock, Franklin, Guilford Park, Harmony, Hope View, Immanuel, Jamestown, Second (Lexington), Little Joe's, Madison, Memorial, Milton, Second (Mocksville), First (Mooresville), Mount Vernon, New Creation Community, New Salem, Oakview, Old Town, Peak Creek, Pine Hall, Pittsboro, Red House, Reid Memorial, Riverview, Rumple Memorial, Saint Andrews, Second (Salisbury), Sedgefield, Shiloh (Statesville), Southminster, Sparta, Springwood, St. Paul (High Point), First (Statesville), Taylorsville, Whispering Pines, Yadkinville.

Each Clerk attending was asked to evaluate the new process. Over 90% indicated their appreciation for this method of review.

ACTIONS:

42. Presbytery approved the recommendation that Sessional Records be conducted in geographical Salem Sections in the spring of each year by the Clerks of Session of each congregation.

43. Presbytery commended those sessions and clerks who attended the 1991 Review Workshops, especially the 56 whose records were approved without further work.

44. Presbytery instructed its Stated Clerk to request that those churches not presenting their 1990 records do so, along with their 1991 records, at the Review Workshops to be held in March, April, and May this year.

Elder-Minister Balance at Presbytery Meetings

As required by the Book of Order G-11.0101b. I report that we have 210 ministers who are resident members of Salem Presbytery and 187 potential elder commissioners from our 156 congregations.

Therefore, there is an imbalance of 23 more ministers than elders.

Following the plan adopted in 1989 (April 6 meeting), the following action will redress that imbalance.

ACTION:

45. Presbytery asked each of the 21 racial ethnic congregations to send one additional elder commissioner, and the remaining elder commissioners were invited from the Elkin Church and the Guilford Park Church (the April, 1989, Meeting approved that these additional commissioners be determined alphabetically [by town] and Elkin was accidentally omitted in 1989) beginning with the April, 1992, meeting and continuing through the First Stated Meeting of 1993.

ACTION:

46. At the request of the Shady Side Church of Lexington, Presbytery approved the extension of its exemption under Book of Order G-14.0201(a) regarding the requirement that a rotary system of electing officers with terms, for the year 1992.

RESOLUTIONS COMMITTEE

Bob Bryant presented and Presbytery adopted the following resolution.

ACTION:

47. Presbytery approved the following resolution and included it as a part of the Minutes of this Eleventh Stated Meeting of Salem Presbytery.

RESOLUTION OF THANKS

Whereas Highland Presbyterian Church extended to Salem Presbytery a warm welcome and courteous hospitality in so manyways: from coffee, tea, and Moravian coffee cake to a wonderful lunch and a comfortable meeting place; and,

Whereas the Presbytery staff and Presbytery committees laid a solid foundation to conduct an organized and efficient meeting; and;

Whereas this meeting started at the stated time thanks to the prompt arrival of Presbytery commissioners; and,

Whereas we were led in music and worship that nurtured, inspired, challenged, and comforted us by God's power which worked through our worship leaders; and,

Whereas we received and welcomed into our Presbytery Robert Cleveland, Robert Goforth, Doug Horne, Morton Kurtz, William Metzel, and Jim Moore; and,

Whereas the recognition of the Honorable Retirements of James H. Banbury, Edwin C. Brammer, Jr., J. Stimson Hawkins, Frank A. Davison, and Donald Mimbs filled us with thanksgiving for their years of fruitful ministry and stirred us to fervent prayer for these servants for whom retirement will inevitably mean continued service as "unpaid volunteers"; and,

Whereas we were inspired by our ecumenical visitor, the Rev. John Mendez, to affirm the denominational bond of fellowship existing among our brothers and sisters in Christ throughout the Church; and,

Whereas this meeting provided the opportunity to share information, joys, and friendships among felow Presbyterians in Salem Presbytery and to receive information from our guest from New Harmony Presbytery of South Carolina, the Rev. Frank Colclough, who shared information from the General Assembly on church union; and

Whereas we appreciate the keen leadership and the wonderful sense of humor of our outgoing Moderator, the Rev. Ivan Lowery, who has moved the business of this day with expediency and grace as he has throughout his time of service;

Therefore, be it resolved that those attending the Thirteenth Stated Meeting of Salem Presbytery at Highland Presbyterian Church in Winston-Salem give thanksgiving to our Lord and Savior Jesus Christ for His presence and guidance today.

ELECTION OF MODERATOR

Presbytery elected Moderator-in-Nomination Elder Rudolph V. Boone, Sr., as Moderator for 1992 and January, 1993. The Reverend Cindy Higgins was elected Moderator-in-Nomination.

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirteenth Stated Meeting of Salem Presbytery was adjourned at 4:52 p.m. with prayer by Elder Rudolph V. Boone, Sr.

Attested:

John M. Handley

John M. Handley
Stated Clerk

SALEM PRESBYTERY
THIRTEENTH STATED MEETING
HIGHLAND PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA

DOCKET

February 1, 1992

***Denotes Order of the Day**

*** 9:00 a.m.**	CALL TO ORDER, HYMN, and PRAYER (5 min.)	*Ivan Lowery*
	ORGANIZATION OF PRESBYTERY (15 min.)	
	Declaration of Quorum	*Moderator*
	Adoption of Docket	*Council Moderator*
	Welcome	*Host Church*
	Introductions	
	Ecumenical Visitor:	
	The Rev. John Mendez	
	Pastor, Emmanuel Baptist Church	
	Communications	*Stated Clerk*
	Appointment of Standing Committees	*Moderator*
	OMNIBUS MOTION (3 min.)	*Rudolph Boone*
	COUNCIL (5 min.)	*Rudolph Boone*
	CHURCH IN THE WORLD DIVISION THEME PRESENTATION	
	The Rev. Mrs. Cindy Higgins, Moderator	
	Introduction of Theme (5 min.)	
	Ecumenical Relations: (15 min.)	
	Consultation on Church Union: Update	
	The Rev. Mr. Franklin Colclough,	
	New Harmony Presbytery	
	Kaleidoscope of Concerns (5 min.)	
	ADMINISTRATIVE SERVICES DIVISION	
	Personnel Committee (9 min.)	*Fred Tatum*
	STATE OF THE PRESBYTERY ADDRESS (15 min.)	*John Handley*
	CHURCH DEVELOPMENT DIVISION	
	Small Church Support (5 min.)	*Bill Hayes*
	Church Development (5 min.)	*Bill Hylton*
	TELLIT (Worship & Music, Stewardship Education, Youth Ministries, Evangelism)	9 min.
	SEXUAL HARASSMENT/MISCONDUCT POLICY (25 min.)	*Laura Spangler*
	CELEBRATION OF HONORABLE RETIREMENT (25 min.)	*Bob Hartsell*
	James H. Banbury	
	Edwin C. Brammer, Jr.	
	J. Stimson Hawkins	
	Frank A. Davison	
	Donald Mimbs	
	BICENTENNIAL FUND (9 min.)	*Bill Amidon*

WORSHIP (including necrology & communion) (60 min.)

Thanks before food (include prayers of thanksgiving)

***12:30 p.m.** LUNCH

*** 1:15 p.m.** THEME PRESENTATION (continued) (30 min.)
Presentations & displays throughout the buildings
Dedication of Two Cents A Meal Offering (4 min.)
(include prayers of petition/intercession

*** 1:45 p.m.** "Blindspots & Breakthroughs" (15 min.) Gayl Knox & Guy Hunt
Litany (5 min.)

EXAMINATIONS COMMITTEE (19 min.) *Steve Shive*
Robert Cleveland - Pastor, Pittsboro
Robert Goforth - Pastor, Cooleemee
Doug Horne - Interim Pastor, Danbury Community Church
Morton Kurtz - Retired
William Metzel - Pastor, Collinstown and Francisco
Elder Jim Moore (Clemmons) - Commissioned Lay Preacher

COMMITTEE ON MINISTRY (10 min.) *Laura Spangler*

PREPARATION FOR MINISTRY (5 min.) *David Daniel*

TELLIT (Human Sexuality Study Task Force) 9 min.

CAREER AND PERSONAL COUNSELING SERVICE (5 min.)
Dr. Elbert Patton

MEMORIALS - Ministers who died in 1991 (15 min.)
W. M. Currie
Rufus Jamerson
George F. Neel
Charles Reckard
William Wilson Sloan

NOMINATIONS COMMITTEE (4 min.) *Malcolm Bullock*

BILLS AND OVERTURES COMMITTEE (30 min.)
First (W-S) RE: Human Sexuality
First (Reidsville) RE: Tobacco
Speedwell RE: Tobacco
Social Justice RE: Environment

ELECTION OF MODERATOR-IN-NOMINATION 4 min.
Elder Rudolph Boone

*** 3:50 p.m.** ADJOURNMENT

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
February 1, 1992

A. Supporting information on minister changes:

1. To other presbyteries

: Clyde T. Cook to Fox Chapel, Associate, Pittsburgh Presbytery

: Susan M. Roddey to Member-at-Large, Charlotte Presbytery

2. From other presbyteries

: Morton Kurtz - retired - from New Hope Presbytery

: Robert Joe Goforth - called to Cooleemee from Charlotte Presbytery
- Certificate of Dismission
- Call Forms
- Installation Commission

: Robert E. Cleveland, II - called to Pittsboro from New Hope Presbytery
- Receive pending receipt of Certificate of Dismission
- Call Forms (to be supplied at Presbytery Meeting)
- Installation Commission

: William Sims Metzel - called to Collinstown/Francisco from Presbytery of the James
- Certificate of Dismission to be sent pending Salem's acceptance
- Call Forms
- Installation Commission

: Doug Horne - member-at-large and Interim Supply at Danbury Community from Scioto Valley Presbytery
- Certificate of Dismission to be sent pending Salem's acceptance

3. Within Salem Presbytery

David Lee Henry from Unity to Vandalia
- Call Forms
- Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commission

1. Worth Watts as Pastor at Glenwood

Reference: Committee on Ministry

C. Requests for Honorable Retirement

1. Gerald N. Reiff from Navy Chaplain (former Pastor at El Bethel)

2. Stanley M. Voth from Associate, First (Winston-Salem)

Reference: Committee on Ministry

D. Requests to Labor within Salem Presbytery

1. Kay Misenheimer - retired, member of East Tennessee Presbytery

Reference: Committe on Ministry

E. Session Recommendation of Inquirer

1. Mrs. Lou M. East by Buffalo

Reference: Preparation for Ministry

F. Resolutions

1. From First (Reidsville) Session
2. From Speedwell Session
3. From Salem's Social Justice Committee

Reference: Bills & Overtures

G. Response to Resolution

1. From Bills & Overtures Committee for the October 1, 1991, Meeting to Resolution proposed by First (Winston-Salem)

Reference: Bills & Overtures

H. Memorials:

W. M. Currie
Rufus Jamerson
George F. Neel
Charles Reckard
William Wilson Sloan

Reference: Salem Presbytery
Thirteenth Stated Meeting

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF WORTH N. WATTS AS PASTOR OF THE GLENWOOD PRESBYTERIAN CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to install Worth N. Watts as Pastor of Glenwood Presbyterian Church, met at the Glenwood Church on October 6, 1991, at 6:30 p.m. The meeting was called to order by Rev. Jim Rissmiller, and he offered the opening prayer. The following members were present: Ministers John Eliason, H. Reid Montgomery, Jim Rissmiller; Elders Frank Davis and Henry Smith. Jim Rissmiller was elected Moderator and John Eliason, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. H. Reid Montgomery preached the sermon entitled, "Listen". Jim Rissmiller propounded the constitutional questions to the minister and the congregation. Jim Rissmiller offered the prayer of installation. Worth N. Watts was duly installed as Pastor of Glenwood Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Harry Smith charged the Pastor, and John Eliason charged the congregation.

Worth N. Watts, the newly installed Pastor pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Reid Montgomery.

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704-872-7441

December 2, 1991

Budget and Finance Committee
Salem Presbytery
Clemmons, North Carolina

Dear Committee Members:

During the audit of the financial statements of Salem Presbytery for the year ended December 31, 1990, we encountered various problems concerning Camp New Hope and Presbyterian Point. These problems resulted in our issuance of an adverse opinion on the Plant Fund of Salem Presbytery for the year ended December 31, 1990.

BACKGROUND

As a result of the realignment of Presbytery boundaries effective December 31, 1988, the newly created Salem Presbytery acquired a 50% interest in Camp New Hope and Presbyterian Point (Camps). The Presbytery of New Hope acquired the remaining 50% interest. The financial records for these Camps are maintained by the treasurer of the Presbytery of New Hope and are audited as part of the Presbytery of New Hope. Their auditors provide us with the property, plant and equipment information for the Camps when the audited financial statements for the Presbytery of New Hope are issued. The results of operations for the Camps are provided to us by the treasurer of the Presbytery of New Hope.

EFFECTS OF STATEMENT OF FINANCIAL ACCOUNTING STANDARDS NO. 93

Effective for fiscal years beginning on or after January 1, 1990, generally accepted accounting principles require that not-for-profit organizations give recognition to depreciation of plant assets. We were aware that Camp New Hope and Presbyterian Point recorded no provision for depreciation in past years. In September 1991, we were aware that the auditors of the Presbytery of New Hope were reviewing the fixed asset records and incorrectly assumed that they were working toward compliance with Statement No. 93 for the year ended December 31, 1990.

In November 1991, the auditors for the Presbytery of New Hope informed us that the Camps would not give recognition to depreciation of plant assets for the year ended December 31, 1990. The assets of these two camps represent 79% of Salem Presbytery's Plant Fund. The effect of not providing depreciation is material to the financial statements of the Plant Fund of Salem Presbytery.

The auditors for the Presbytery of New Hope have indicated that it may be two to three years before this departure from generally accepted accounting principles is corrected.

SUMMARY

It is our understanding that the audit of the Presbytery of New Hope for the year ending December 31, 1990, did not begin until September 1991. The contracted date of completion was around November 20, 1991. We rely on the work of the other auditors and therefore cannot issue our audit report until we are provided the Camp information.

We were informed that the Camps' financial records are such an integral part of the Presbytery of New Hope that they cannot be audited apart from that Presbytery. Unless the Presbytery of New Hope will agree to have its audit earlier and give recognition to depreciation for Camp New Hope and Presbyterian Point, Salem Presbytery will continue to have its audit issued nine or more months after year end with an adverse opinion on its plant fund.

Sincerely,

Witherington, Wells, Moose & Martin, P.A.
WITHERINGTON, WELLS, MOOSE AND MARTIN, PA

wpl

THE STATE OF THE PRESBYTERY
February 1, 1992
John M. Handley

Salem has sought to be responsive. We have heard you say:

- that training of officers should be a priority, and the Educational Ministries Committee has begun a training process for officers.

- there was too much mail from Presbytery's office, and we began the Sampler as an attempt to coordinate and reduce the number of mailings.

- Presbytery meetings were dragging on too long, and we have adjourned before 4:00 p.m. at the last three meetings.

- the reproduction and handing out of the Minutes of Presbytery in their entirety was a waste, and we have instituted a plan of reproducing the Minutes only for those who specifically request them.

- the review of Sessional Records was a useless and perfunctory activity, and we have changed to a regional non-Presbytery meeting format, which has been met with applause by the 100 clerks who have attended.

TO MAKE A DIFFERENCE

A sixties sign read: If you aren't part of the solution, you are part of the problem.

Seth Schofield, CEO for USAir, extols the efforts of the airline's employees to be environmentally responsible. He cites several ways in which environmentally they are making a difference. He concludes, yes, <u>one</u> person, or <u>one</u> airline, <u>can</u> make a difference.

Several partners in the radio communications field are seeking nominations in the Triad area to recognize persons who make a difference in our communities.

Montel Williams, a 35 year-old black man who looks a bit like Michael Jordan in a coat and tie, spoke to a reporter recently about his personal crusade to reach a self-destructing generation of teenagers. Over two million youngsters across our country have cheered and chanted his theme, "Mountain, get out of my way!" There are those of us here who have shared and struggled over a mutual concern for a generation--especially young black males--who have many mountains to climb. Williams says, "White or black, rich or poor, kids today are begging for something different than they're getting--attention, affection, and respect." A man who is trying to make a difference for good!

The question I want to raise in examining the State of Salem Presbytery is a simple one. Is Salem making a difference?

A SIGNIFICANT RACIAL ETHNIC PRESENCE

With its roots in the Bible word <u>Shalom</u>, Salem Presbytery has gone about its mission in a number of ways. Seeking to strengthen the connection between us and serve our God faithfully, we have worked hard to nurture one of our primary new elements--<u>a significant racial ethnic presence</u>. Not that these of our brothers and sisters have been quiet and acquiescent--you may have noticed our present Moderator is hardly a shrinking flower!

With strong clergy and lay participation, Salem has recognized and responded by electing two of four moderators of Presbytery who are of African American descent, along with two Moderators of Presbytery's Council, a Korean and a black associate on the Presbytery Program Staff, and numerous committee moderators and effective members.

We have sought to strengthen the witness of Korean First Church in Greensboro and churches like Cameron and Allen Temple and Mt. Tabor have been encouraged with building or land plans. Each year we have granted extra representation at Presbytery Meetings to racial ethnic churches in an attempt to hear those important voices in our midst.

Salem has sought to make a difference by listening and learning from their faithfulness--and building a few bridges and celebrating a few breakthroughs and singing together some songs of salvation and shalom--and longing. Connecting a little, trusting a little, and being a little more open, knowing we have only just begun!

LAY LEADER DEVELOPMENT IS A KEY

And Salem has also sought to become more aware that if it is to make a difference it will be because of the strength of its lay officers and members serving Christ: in the marketplace, in the society, as citizens of two kingdoms. W. Taleefero Thompson-Tally as some of us knew him at Union Theological Seminary, Virginia, once said, "Ministers are like manure--spread around they help growth--piled up together they make a big stink"!

We have been seeking to recover a sense of the ministry of the laity. Last Saturday a hundred men and women responded to Ed White's workshop on the vital importance of developing lay theologians who share their faith, applying it to the daily activities and decisions of life, bringing their churches alive in witness to the life-giving vitality of Jesus, our Lord!

Salem has sought ways to strengthen the spirituality and effective witness of its leadership by events like Pathways or retreats centering on spiritual growth. We have come to center the life of Salem around its worship--a good place to start at the table! We are only touching the edges of the slumbering giant force to make a difference in the 39,000 presbyterians who make up Salem Presbytery.

Leadership training must develop as a major focus of our ministry together--members, deacons, elders, ministers.

Growing in Christ--making a difference not only within our guarded sanctuaries but out in the world where the crucified Christ is most likely to be found among the broken and distressed.

Our beginnings have seen some dead ends--but we have sat at each others feet , shared some new insights, and, at times, experienced an "A HA!" or two headed out with new zeal to make a difference.

TRUST IS A CENTRAL ISSUE

Move a mountain--change the world! For Christ's sake! But so far, we have not stopped the bleeding. For all our efforts at race relations, the whole black community is worse off economically than in the 60's. For our efforts at evangelism, the numbers of Presbyterians (U.S.A.), though declining more slowly, is still declining. In both illustrations TRUST is a central issue! From the Winston-Salem Journal, Sunday, December 15, 1991, in an article entitled, "Marked Money", Christopher Quinn said, "A distrust of institutions and bureaucracy is growing in the pews and church members are sending that message to national organizations with money--or a lack of money."

I want to pursue in the State of the Presbytery the issue of trust, which is a particularly sensitive subject for Presbyterians since the system of church government in the Presbyterian family is built on trust. As that trust has eroded, the possibility of becoming more and more congregational in our polity has grown significantly. The designation of money for specific causes is one of the symbols of the decline of trust in the gathered wisdom on which Presbyterianism is based.

Money is not the central issue for me, however. Money will come when trust is regained--trust that our leaders care, trust that decisions are made in the midst of prayer, trust that together we can make a difference. I haven't said much about mission in the classical sense, and I believe some of the best of what we have done is on parade today through our efforts at being the Church in the World. We have taken on some dragons like the crisis over faithful sexual expression. We have sought peace--sometimes in the midst of great pain--pain as in losing two of our ministers over the issue of faithful sexual expression--pain as in the eyes of a parent of a homosexual child--pain as in two sincere Christian women who disagree over abortion. We have sought to be a church that cares about peace and war and the quality of life for all people, cares about respect and dignity for all God's children--rich/poor, black/white, republicans and democrats, conservatives and liberals.

<u>But we have not stopped the bleeding</u>. We are often blinded from seeing the hatred in our disagreeing--dismissing both the perceived sin <u>and</u> the sinner. Presbyterians, we are the ones with the constitution built on trust and with the orderly process for disagreeing in the love of Christ. We are the ones who have believed that all of us are smarter, more discerning of the will of God, than any one of us! Yet we are more often coming to listen to the wisdom of the body only when it agrees with me.

<u>Yet, we have not stopped the bleeding</u>--the internal bleeding whether the issue is human sexuality or tobacco or poverty or war. After three years, I still believe that God led us to call ourselves by the name SALEM. Today our faithfulness is tested again as sisters and brothers--we seek the one mind of Christ. But we have still not mastered the nature of the oneness we seek--we still believe we must be the same to be one. The world is bleeding to death for lack of oneness. Nothing is there to hold it together! And the wound is unhealed.

Salem--seeker of Shalom--clergy/laity, darker skinned/lighter skinned, small church/large let us witness to the truth we know for we <u>ARE</u> one in Christ. Let us seek it, seize it, share it--this Oneness--that in Christ <u>all</u> may be made one to the glory of God!

May we BE different--be who we are in Christ so that together we can make a difference. AMEN!

A PHILOSOPHY OF MISSION IN CHURCH DEVELOPMENT

BIBLICAL AND THEOLOGICAL CONSIDERATIONS

> Then Jesus came to them and said,
> "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father, and the Son, and of the Holy Spirit; teaching them to observe all that I have commanded you; and lo, I am with you always, to the close of the age."
>
> (Matthew 28:18-20)

This is the Great Commission ---clearly a call to action. In these familiar instructions to his disciples, Jesus uses many verbs, but only two of them are imperatives or commands: "go" and "make." In using these imperatives, Jesus makes it clear that this is the primary task. The term "make disciples" stresses the importance of having one first to affirm one's faith in Jesus Christ as Lord and Savior, and then to go on to responsible membership in Christ's Church, where a deepening experience of God as Creator, Redeemer, and Sustainer takes place.

Evangelism, Disciple-making, and Church Development are inter-related opportunities.

> "... The church is called to be Christ's faithful evangelist
>
> (1) going into the world, making disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all he has commanded;
>
> (2) demonstrating by the love of its members for one another and by the quality of its common life the new reality in Christ; sharing in worship, fellowship, and nurture, practicing a deepened life of prayer and service under the guidance of the Holy Spirit;
>
> (3) participating in God's activity in the world through its life for others by
>
> (a) healing and reconciling and binding up wounds,
> (b) ministering to the needs of the poor, the sick, the lonely, and the powerless,
> (c) engaging in the struggle to free people from sin, fear, oppression, hunger, and injustice,
> (d) giving itself and its substance to the service of those who suffer,
> (e) sharing with Christ in the establishing of his just, peaceable, and loving rule in the world."
>
> (G-3.0300 Book of Order, PCUSA, 1990-91)

"... The church is called

a. to a new openness to the presence of God in the church and in the world, to more fundamental obedience and to a more joyous celebration in worship and work;

b. to a new openness to its own membership, by affirming itself as a community of diversity, becoming in fact as well as in faith a community of women and men of all ages, races, and conditions, and by providing for inclusiveness as a visible sign of the new humanity;"

(G-3.0401 Book of Order, PCUSA, 1990-91

Throughout its life the church has expressed its understanding of God's call by renewing established communities of faith and by establishing new ones. As the Gospel was proclaimed, churches were developed whenever responsive persons came to know the Lord Jesus Christ. Recent General Assemblies have emphasized the need once again for local churches, presbyteries, and synods to be about the task of evangelism and the establishment of new churches. If our denomination is to fulfill this mission, then major resources must be directed toward Evangelism and Church Development.

Salem Presbytery at its first stated meeting, January 7, 1989, gave the Church Development Committee responsibility for:

"setting goals with congregations for growth, offering training on membership growth and assimilation, assisting congregations in redevelopment goals and processes, developing a strategy for new church development, projecting the needs of new churches, assisting in establishing loans for congregations, and recommending sites for purchase by presbytery."

(proposed organizational plan for Salem Presbytery)

Our mandate is:

to share the Good News of Jesus Christ,
to serve in the world, and
to build up the Body of Christ.

As new congregations are established, the whole church experiences renewal as a gift from God, who calls us in Christ to be reconciled to God and to one another, and to be engaged in the ministry of reconciliation in a broken and hurting world so that all people might know and experience the glory of God's salvation.

A PHILOSOPHY OF MISSION IN CHURCH DEVELOPMENT

I. AUTHORITY

A. The Book of Order in Chapter XI states:

"The Presbytery is responsible for the mission and government of the church throughout its geographical district. It therefore has the responsibility and power:

a. To develop strategy for the mission of the church in its area consistent with G-3.0000;

b. To coordinate the work of its member churches, guiding them and mobilizing their strength for the most effective witness to the broader community for which it has responsibility;

c. To initiate mission through a variety of forms in light of the larger strategy of the synod and the General Assembly;

e. To counsel with a particular church where the various constituencies of the congregation are not represented on a session;

h. To organize new churches and to receive and unite churches in consultation with their members;

j. To control the location of new churches and of churches desiring to move;

u. To establish and maintain those ecumenical relationships which will enlarge the life and mission of the church in its district;"

B. Salem Presbytery encourages the ministry of its congregations to support and assume responsibility for church development:

1. Through Jesus Christ we have been called to respond to God's redemptive work in the world and to be a part of God's mission to the world.

2. We engage to make our voice heard in the communities which make up this Presbytery in a clear and unequivocal preaching of the word, in words and deeds of loving kindness.

3. Presbytery, then, must provide support and resources for each local church in such a way that the local church will be enabled to fulfill its task as set forth by our constitution. The Presbytery should guide its churches and mobilize their strength for the most effective witness to the total community for which it has responsibility. Its member congregations serve as parts of a total mission, each in its place and all working together.

C. Salem Presbytery has established the Church Development Committee with their responsibility included in the following statement:

Conduct research and produce demographic data on the geographic area of Salem Presbytery for the purpose of planning for:

1. New Church Development,
2. Redevelopment of churches,
3. Realignment of fields, and probable closing of churches.

The purpose of this paper is to formulate a process for new church development and for the redevelopment of some existing churches.

Whenever a Presbytery establishes new churches or assists in the redevelopment of churches, there is an important role for local churches or other groups to co-operate with Presbytery. The Presbytery must have advice and counsel on local circumstances, must give encouragement to church members to colonize developing churches, and must give assistance with financial resources.

II. PRINCIPLES FOR DEVELOPMENT AND REDEVELOPMENT

A. Understanding Mission

A developing or redeveloping church has to be concerned with elements of its own life. Such rightful concerns include maintaining an organization, recruiting and keeping members, building and/or taking care of physical facilities, developing sound financial stewardship, and renting property where necessary. These goals fall

short, however, of constituting the complete or whole objective of a developing or redeveloping church. Certain other formal goals need to be included in the mission design of an emerging church. These goals ought always to include: (1) community, (2) nurture, and (3) service.

(1) "Community" means that a developing church should establish a sense of unity which is based on the acceptance of the forms of worship, church government, mutual caring, openness, and sharing responsibilities.

(2) "Nurture" means that an emerging congregation will need to equip each member to carry out his or her unique expression of the congregation's aims. This goal can be accomplished through a program of continuing education and rotation in leadership.

(3) "Service" means that a developing or redeveloping church must also serve God as individuals and as a corporate body by confronting the world with its beliefs and by joining others to make social relationships of this world conform more closely to Christian ideals.

B. Mission Plans

A church which concentrates only on survival goals is not being true to the call of our Lord. From the very beginning, mission plans must be an integral part of the new church's or redeveloping church's reason for being. To arrive at mission plans, the complete mission should:

1. identify characteristics of the population which support the decision to begin development or redevelopment;
2. describe the type of congregation which should emerge by identifying long range expectations;
3. identify immediate objectives;
4. recommend a budget for the first year of operation.

C. Diversity within a Congregation and Diversity among Congregations

We should expect and promote diversity among churches. No single pre-set pattern can apply to the development of all new churches or all redeveloping churches. Churches will show individual characteristics and innovation should be encouraged. Just as churches will differ one from another, so the members within a congregation should maintain a natural and healthful individuality. Emphasizing the catholic or universal claims of the church, each new church should be inclusive in its appeal to all segments of the community, including diverse races, socio-economic classes, persons of different ethnic origins, persons in every age-grouping, and, of course, both genders. Each member should be encouraged to add his or her unique talents to the task of creating and sustaining a vital church. Hourly laborers, teachers, writers, artists, musicians, persons skilled in administrative or financial leadership, dreamers, and many others; all are needed and should be encouraged to use their special abilities in service to the church.

Presbytery may encounter occasionally, however, a possible need for a church which may be developed or redeveloped to meet the needs of members who have special similarities. An example would be a resort area church, an ethnic group church, or a church on or near a military base.

A "House Church" concept can also be a valuable alternative for church development. Focusing upon the intimacy of a small community which concerns itself with worship, study, sharing, and service, it avoids some of the complexities of organization and buildings necessary for larger congregations. Its innovative design, witness, and flexibility offer an opportunity for believers to exercise their faith in a unique fashion.

D. Interdenominational Co-operation

Co-operation with other Protestant denominations may not only be possible, but also advisable in some communities. In some situations, establishment of union or federal congregations uniting various Protestant traditions would give strength to their ministries. In every instance of new development, Presbytery should consult with other Reformed churches before embarking on the task of forming a new church.

E. Partnership

A sense of partnership must be established between the developing or redeveloping congregation and Presbytery. Traditionally partnership has been identified as Presbytery's providing financial support. Presbytery and its churches, however, have an obligation to share their various resources of persons, materials, talents, and finances. A partnership must include an exchange of all resources with a developing or redeveloping church.

F. Dignity and Self-Worth

In a developing or redeveloping project, a sense of self-worth should be inspired regardless of size of membership, or financial resources of the congregation. In the nucleus group and early organization, a sense of self-worth which expresses itself in a healthy congregational life and mission should be encouraged.

III. ROLE OF PRESBYTERY IN CHURCH DEVELOPMENT

A. New Church Development

Presbytery, through its assigned agencies, should take initiative in

1. Conducting careful studies of pertinent demographic data;
2. Encouraging existing churches to identify those areas of their communities which Presbytery should investigate further for new church development;

3. Consulting with congregations concerning possibilities of church development;

4. Seeking and working with a nucleus of interested persons who would become members of a new congregation;

5. Enlisting the interest and support of nearby Presbyterian churches for the new congregation, as a means of extending their mission;

6. Providing leadership resources, encouragement, and guidance as the organizing church develops meaningful nurture, worship, stewardship, and service both inside and outside the congregation;

7. Assisting in the evaluation of:

   a. needs for property arising from specific functions requiring space in a projected building or buildings,

   b. probable costs of land, buildings, and facilities,

   c. abilities of the congregation to carry the projected costs;

8. Appointing a steering committee to coordinate the work of Presbytery's agencies in helping the development of a new church;

9. Determining the qualifications required of an organizing paster and helping to find such a person;

10. Assisting in an annual evaluation and formulation of goals and responsibilities for the work of both church and pastor for as long as the church receives financial aid.

B. Redevelopment of Existing Congregations

In areas of population and economic change where there is already an existing Presbyterian Church, redevelopment of that church may be more desirable than establishment of an entirely new congregation. Redevelopment of a church means redirection of a congregation's ministry in the light of changes in the community being served or among its membership or both.

Such redevelopment might take several forms. A congregation might refocus its mission and through the assistance of Presbytery and near-by churches begin to meet specific and unique needs facing it; or, a congregation might relocate in order to serve a growing or unchurched area; or, two or more congregations might merge together to strengthen their ability to witness and serve.

Redevelopment includes a planned effort and intent to increase the congregation's capabilities for effective Christian ministry. Such redevelopments are best accomplished through partnership between the church and Presbytery.

Presbytery's committee must keep informed of changing situations and congregations appearing to need redevelopment. It should take initiative in contacting sessions of such churches to assess with them their needs and opportunities. Presbytery, through its assigned agencies, should take the initiative in the following:

1. Conducting careful studies of applicable demographic data;
2. Conferring with churches where redevelopment seems necessary and desirable;
3. Encouraging churches which feel need for redevelopment to come to Presbytery's committee and to enter into partnership;
4. Enlisting the interest and support of nearby Presbyterian congregations in extending their mission through assistance in the redevelopment;
5. Seeking out a group of interested individuals from nearby Presbyterian churches who are willing to commit themselves for a limited time to work with the members of the redeveloping congregation;
6. Providing, through a steering committee, encouragement and guidance as the church redevelops its mission both inside and outside the congregation;
7. Assisting in definition of program needs for new ministries;
8. Providing leadership resources for assisting the congregation as it expands its meaningful nurture, worship, stewardship, and service;

9. Assisting the redevelopment congregation to evaluate:

   a. needs for property arising from specific functions that require space in a projected building or buildings,

   b. probable costs of land, buildings, and facilities,

   c. ability of the congregation to carry the estimated costs,

   d. additional uses for existing property.

IV. FINANCING CHURCH DEVELOPMENT

Ordinarily a goal of every new church or redevelopment church should be the achievement of financial self-support within a period of five to ten years. This would mean growth of membership to a level which can carry the costs of a balanced ministry, but few new congregations can be self-supporting in the first years. Even a redeveloping church may find it difficult financially to begin the process of redevelopment unaided. Financial assistance, therefore, must often be provided in the initial years.

A new or redeveloping church must encourage and teach strong and aggressive stewardship. Each new congregation should seek first to be the body of Christ before it begins to construct a church building. In addition, from the very beginning, all embryonic churches and all redeveloping churches should participate financially not only in their own programs, but also in the wide benevolence programs of the whole church.

In turn, Presbytery will come to the aid of a developing or redeveloping church by sharing in the initial cost of providing

1. a salary for a church developer or redeveloper, commensurate with his or her special qualifications and in keeping with living costs in the community,
2. a manse or appropriate housing allowance,
3. office space for the organizing minister and meeting space for the organizing group to carry on its ministry through the early stages,

4. assistance with architectural service in designing a new building or renovation of an older building appropriate to the program,

5. a building site,

6. grants and low-interest loans to be used for the construction of the church's physical facilities, and assistance in finding ways to raise the necessary funds to execute the program.

V PASTORAL LEADERSHIP

The person who is chosen to act as evangelist or pastor for an emerging or redeveloping congregation should meet the following criteria:

1. Presbyterian Church USA orientation, with an appreciation for Reformed doctrine and polity, broad churchmanship and working knowledge of "The Book of Order" and "Confession of Faith", and an ability to develop a church based on a foundation of basic strong Presbyterian beliefs and stewardship.

2. Emotional stability, personable, self-motivated and good physical health.

3. One or more successful parish experiences/pastorates.

4. Commitment to parish ministry.

5. Ability to communicate the goal of the new or redeveloping church to prospective members and to motivate the new congregation through competent preaching and teaching skills.

6. Willingness to participate at an early stage in the preparation of:

   a. his/her job description,

   b. a mission design for the congregation,

   c. short range goals for the church,

   d. an on-going evaluation procedure.

7. Openness to the possibility of being only an evangelist who leads a congregation to the point of organization when the congregation may decide whom it will call as its pastor.

VI. MODELS FOR NEW CHURCH DEVELOPMENT:

1. A Probe Fellowship -

A group of churched people gathered together by the presbytery in the NCD ministry area for the purpose of starting a new church.

A way to start would be to obtain the names of presbyterians from NEIGHBORHOOD presbyterian churches whose address matches the zip code of the proposed NCD ministry area.

i.e....a letter may be sent asking presbyterians to come and explore the possibility of starting a new Presbyterian Church near their homes.

2. A Parent Church Model -

A large presbyterian church in the area would "give away" between 50 to 200 members to start a new church.

By vote of the session, the pastor and elders invite anyone who feels so led to join in the presbytery's decision to develop a new church. Often, the Parent Church will hire an ASSOCIATE PASTOR who will become the organizing pastor of the new church. In ideal cases the Parent Church also provides funds for the first year budget.

3. The Scratch Model -

This model occurs when there is no probe or parent fellowship to help start the new church.

The organizing pastor begins with no prospects and therefore starts from scratch. The Scratch Model is often used in new, planned communities that spring up "overnight" in high growth areas.

4. The Tentmaker Model -

A new church development with a partially paid organizing pastor who does "tentmaking" and evangelism.

5. Other models -

a. Adoption Model: a presbytery invites a group of worshiping Christians and their pastor to be Presbyterian Christians.

b. Multi-Congregational Model: aging Anglo, inner-city congregation which seeks to minister to the racial ethnic cultural diversity of their ministry area.

c. Worshiping Fellowship Model: presbytery recognizes a worshiping fellowship as a group who may someday move toward organization as a church. (may nest in a church within the presbytery.) i.e. First Korean Presbyterian Church.

VII. SELECTION OF THE CHURCH SITE

Before projecting a new church development area, the following criteria should be carefully considered:

A. Population Density:

1. rural/town: an increase in population of at least 3,000 new persons in the area to be served must be expected within the next 10 years,
2. suburban: an increase of at least 5,000 new residents living in single family homes within the area to be served must be projected over the next 10 years,
3. an appropriate combination of 1 & 2 above,
4. city/urban: an increase in population of 5,000 to 10,000 in the area to be served must be expected in the next 10 years,
5. resort/recreational/seasonal: a seasonal or semi-permanent population of 2,500 persons must be expected with a like number of permanent residents apt to be present at any one time.

B. Travel Time: Distance From Existing PCUSA Churches:

1. A maximum of 15 minutes driving time from the church site to the farthest point in the area to be served,

2. A minimum of four miles of driving distance to other Presbyterian Churches, except in unusual instances,

(Mountains, lakes, rivers, interstate highways, non-residential land use, and large undeveloped areas may influence the location of churches and override the conditions in A & B above.)

C. Focal Points:

The site should be situated near major schools, shopping centers, or other prominent community focal points and on a major street or highway leading from one or more residential communities. The building site should provide good visibility to the passing traffic.

D. Site Characteristics:

1. for congregations with a potential of under 200 members, a two acre minimum,

2. for congregations with a potential of 500 or so members, a three and one half acre minimum,

3. for congregations with a potential of 1,000 or so members, a five acre minimum,

4. if an existing structure is on land which is to become the church site and if it has immediate usability but may or may not become a part of the ultimate church facilities, an increase in the amount of land over the amounts listed may be necessary,

5. main road frontage of at least 375 feet is desirable to provide safe entrance and exit points, with a clear view of passing traffic for approximately 400 feet in each direction from exit driveways.

6. accessibility which will allow for two well spaced entrances and exits if the site has frontage on only one road, otherwise secondary access to the site from a side or secondary cross-road is desirable.

E. Topography:

Generally level, rising up slightly from the road to provide a commanding visibility. Ability to accommodate well and septic systems must be kept in mind if such are required.

F. Utilities:

Availability of water, sewerage, gas, electricity, telephones, garbage collection as needed.

G. Zoning:

Residential, commercial, public zoning and private deed restrictions have to be such as to allow church use.

H. Cost:

Reasonable in comparison to surrounding land values or land and building values if a usable structure is on the land.

REPORT OF TASK FORCE ESTABLISHED TO STUDY THE GENERAL ASSEMBLY POLICY AND PROCEDURES ON SEXUAL MISCONDUCT PAPER

BACKGROUND

Origins of General Assembly Paper
Salem Presbytery assigns Task Force to study paper and make recommendations
Task Force distributes paper and invites church professionals and Sessions to attend one of three District Meetings in Greensboro, Statesville and Winston-Salem to discuss the contents of the paper
Task Force makes its presentation at February 1, 1992, meeting of Salem Presbytery

Issues raised by persons attending the district meetings or by individuals who shared concerns in writing include those listed below. This listing is not meant to be exhaustive but illustrative. The Task Force felt that the questions, suggestions and issues identified underscored the need for additional work before presenting for adoption by Salem Presbytery a "Policy and Procedures for Church Leaders Accused of Sexual Misconduct." <u>If you have identified issues or concerns which are not mentioned in the following list, please write in the space provided at the end of this paper, and place it in the box provided on the Stated Clerk's table before you leave presbytery today</u>.

SOME OF THE KEY ISSUES RAISED CONCERNING THE GENERAL ASSEMBLY PAPER

- There is an inconsistency between Questions posed on Page 15 and those asked on page 29.
- The parameters of the paper are unclear. Does it refer solely to clergy? to all church professionals? to all church leaders? What about laity not in positions of leadership?
- The Release on pages 29-30 does not have appropriate boundaries. It extends to areas of the person's life which go beyond the complaint being investigated.
- What happens to the Accused' file if the complaint is sustained?
- What happens to the Accused' file if the complaint is proven false?
- Any paper or policy on sexual misconduct needs to be in compliance with North Carolina State law.
- The focus of the paper was not clear to all readers. It is a paper about sexual misconduct <u>not</u> about human sexuality, but that distinction needs to be explicit.
- Paper either needs to recommend a statute of limitations or to offer a stronger rationale for not having one.
- The definition of sexual harassment is inadequate.
- Need more details concerning leave time for the Accused. For example, what explanation would be given to the congregation for leave? What provision would be made for salary? How much time would be appropriate or required for leave?
- the majority of the Response Team should be of the same race and gender as that of persons involved in the individual cases.
- In keeping with Presbyterian <u>Book of Order</u> and governmental structures; the Response Team should consist of elders.
- The paper is sadly lacking in biblical and theological language. Neither is the paper a tight legal document.
- The paper needs to be more specific about time frames, procedures and schedules. How promptly can the Victim expect to have his/her complaint heard and attended to?
- How would such a policy interface with the <u>Book of Order</u> and the Committee on Ministry?
- Who will deal with the media and what preparation will they have for doing so?

RECOMMENDATIONS:

1. That the existing TASK FORCE be dismissed with thanks.

2. That the Moderator of Salem Presbytery appoint a Composition Committee to write a "Policy and Procedures for Church Leaders Accused of Sexual Misconduct". The Composition Committee would be composed of persons offering the following resources and wisdom:

   A North Carolina attorney well versed in N.C. law pertaining to sexual misconduct
   A theologian
   A pastoral counselor
   A psychologist
   A Book of Order expert
   A Victim (volunteer basis only)
   A presbytery staff person

   It is vital that persons on this committee also offer representation of the male, female, clergy, laity, and racial minority perspective.

==========

Please write down the names of persons in Salem Presbytery whom you would recommend serve on the Composition Committee. Identify the area of expertise they might offer. Feel free to volunteer yourself if you are qualified and willing to serve.

Name Expertise

_____

_____

_____

Issues which the General Assembly paper raised for me which were not mentioned today that I would like the Composition Committee to consider are:

_____

_____

_____

_____

_____

Return this sheet to the box on the Stated Clerk's table before you leave today. Thank you.

MEMORIALS

MEMORIAL FOR WILLIAM M. CURRIE

The Reverend William Currie, known to all of us as Bill, was born in Moore County, near Carthage, North Carolina on October 27, 1898. Bill's father operated a lumber business, farmed, and was a sheriff. He was a strong man and a strong Presbyterian. Bill, three other brothers and a sister, were reared in that tradition.

Bill graduated from Davidson College in 1919. At his seventieth reunion in 1989, he was accompanied by his grandson, Harrison, then president of the student body and a member of the graduating class of 1989. Following college, sensing a call to the gospel ministry, Bill attended Union Seminary in Virginia. He also studied at the Biblical Seminary of New York to prepare himself for mission service in Korea. But when he finished there were no funds to send him. So, following graduating and ordination he was pastor to a group of churches in eastern North Carolina, with headquarters in Jacksonville. In 1928 he accepted a call to the Presbyterian Church, Belmont, where he served for twenty years, and in 1948 to First, Greensboro, where he served for 25 years. Following retirement he served an additional 7 years--a total of thirty-two years in pastoral care ministry, primarily as a church visitor.

In 1927, Bill married Carmel Ferguson, a marriage which continued until she died in 1960. To them were born a son John and a daughter Sallie. Following Carmel's death, Bill married Margaret in 1962. For twenty-nine years they had a happy, beautiful union. Margaret has been a loving, caring, supportive wife to Bill and mother to the children.

Margaret said of Bill that although his father and uncles were businessmen, Bill was cut out to be a minister. He had all of the qualities that made him effective in that calling: knowledge, understanding, patience, compassion, a steadfastness in his commitment to the faith and a keen sense of humor that demonstrated itself most frequently as dry wit.

Bill loved Margaret, his children and grandson Harrison, in whom he took special pride. He loved First Presbyterian Church, its pastors, people, and programs. He was always interested in what was taking place at the moment and quick to state his support.

First Presbyterian Church honored Bill following his retirement by naming its library the Currie Library. As one of the finest libraries in any church it honors one of the finest of our Lord's servants, who served faithfully, effectively, humbly. When he preached his last sermon at the time of his second retirement, his text was his favorite biblical verse: "He has showed you, O man, what is good; and what does the Lord require of you but to do justice and to love kindness, and to walk humbly with your God?" Bill Currie modeled that verse with his life. To it is added this additional word: "Well done, good and faithful servant; enter into the joy of your Master."

(Adapted from remarks delivered by Jerold D. Shetler during the memorial service for William M. Currie, November 14, 1991.)

MEMORIAL FOR RUFUS FRANCIS JAMERSON, JR

Rufus Francis Jamerson, Jr., was born November 3, 1917, in Lee County, NC, the son of Rufus Francis and Clara Jamerson. His life was a record of long and devoted service to his Lord.

The Rev. Jamerson was a second career minister. His first career was in insurance as an employee of North Carolina Mutual. During that time he was an elder in Shady Side Presbyterian Church, Lexington, and it was from there he received his call to the ministry. He graduated from Johnson C. Smith University and Johnson C. Smith Seminary.

He served as pastor of Blandonia Presbyterian Church, Sanford, NC, Allen Temple Presbyterian Church, Cleveland, NC, and Freedom Presbyterian Church, Statesville, NC. He retired in 1987.

The Rev. Jamerson was ordained by Yadkin Presbytery and extremely active in its mission; he served as Moderator of the Presbytery, Commissioner to General Assembly, Chairman of the Pensions Committee, member of Mission Division, Committee on Ministry, Christian Education Committee, Hunger Committee, Stewardship Division, and General Council. Because of his ill health, he was unable to be active in Salem Presbytery.

His wife, Mary Belle Jamerson, died November, 1986. The Rev. Jamerson died December 10, 1991, and is survived by his daughter Patsy Jamerson and granddaughter Mary Jamerson, Lexington, and his son Lonnie Reives, who serves as pastor of a Baptist Church in New York City.

Rev. Jamerson was faithful to his Lord as he served as pastor and presbyter, and cared for his family; he was a good friend to all who knew him and always had time to help others in their needs. The churches and presbytery he served, his family, and the community will miss him.

(Written by the Rev. Catherine J. Reed.)

MEMORIAL FOR GEORGE F. NEAL

George Francis Neal was born March 7, 1933, at Christiana, Delaware, the fourth son of William T. Neal and Esther Nichols Neal. His early education was in the public schools of Christiana and later Howard High School, Wilmington, Delaware. Immediately following high school graduation he served in the U. S. Army for two years. He attended Lincoln University, graduating in 1967.

He began his professional career as a teacher in the Philadelphia public schools and later worked for DuPont and General Motors. It was during this period he received a call to the ministry. While working for General Motors in Montreal, he met and married his wife, Eunice. They had two sons, Andrew and Phillip. In September, 1962, they joined Community Presbyterian Church, New Castle, Delaware.

George attended Princeton Theological Seminary, graduating in 1967. His first pastorate was at Presbyterian Church of Reconciliation in Chattanooga, Tennessee; later he was pastor at Memorial Presbyterian Church, Roosevelt, NY. In 1973 he came to Covenant Presbyterian Church, Durham, NC, where he pastored 15 years. He was active in numerous committee and church-related endeavors; these include Moderator of Yadkin Presbytery, Durham Presbyterian Council, and spearheaded Durham congregations in actions which involved meals on wheels and the establishment of an AA group that continues to meet at Covenant Church.

He was very active in both Yadkin Presbytery and Synod of the Piedmont. In addition to the above-mentioned responsibilities, he also was twice Commissioner to General Assembly, a member of Committee on Ministry, Christian Education Committee, Stewartship Committee, and Missions Division for the Presbytery; in addition to serving on several synod committees, he participated in a mission trip to Nicaraqua. Despite declining health, he served on the Higher Education Committee of Salem Presbytery.

In 1988 he lost his wife to cancer and subsequently became interim pastor of Grace Presbyterian Church, Winston-Salem, NC. He suffered a stroke and early in 1991 he returned home to Christiana. His death in July, 1991, was sudden and unexpected.

Reflections of George bring to mind pleasant memories of a life devoted to God, his work in the mission of the church, his wife and sons, and his service to others. Our thoughts of him are illuminated by his journey of faith. His indefatigable spirit, uncomplaining manner, genuine love and concern, and his remarkable memory radiate our recollections of the George we knew and loved.

(Written by the Rev. Catherine J. Reed.)

MEMORIAL FOR CHARLES H. RECKARD

Charles "Jack" Reckard was born December 13, 1921, in Huntington, West Virginia, the son of Edgar Reckard and Lois Musselwhite Reckard. He was the second of three boys. His mother, age ninety-eight, survives as does his older brother James of St. Marys, West Virginia.

Jack attended public schools in Huntington and when he had graduated in 1941 he had excelled both as a student and as an athlete. He attended Georgia Tech University as a co-op student with International Nickel. In addition to doing well in his studies, he played freshman and varsity basketball. In 1943, he entered the Army Air Corps, receiving part of his training at Yale University. In 1946 he left the Corps with the rank of captain. Returning to Yale, he was offered a full scholarship, but he returned to Georgia Tech, graduating as an engineer in the class of 1948.

Feeling the call of God to ministry, Jack entered Louisville Seminary. While in seminary he married Maxine Orndorff of Huntington, whom he had known since the sixth grade. Jack and Mac, as he called her, had their first child, Mike, during those seminary years. When he graduated in 1951, the three of them moved to Jack's first pastorate in Huntsville, Tennessee. It was there he established a close relationship with Howard Baker, who was later to become a senator and advisor to presidents. From Huntsville the family moved to Hillsborough, North Carolina, where he served that historic old church for seven years. During this pastorate, daughter Becky was born. Jack continued his studies at Duke and Louisville, receiving a Th.M. from that seminary in 1960.

In September of that year Jack became an associate pastor of the Harvey Browne Memorial Presbyterian Church in Louisville. Here his relationship with Joe Mullin began, and except for a brief term, continued until he retired some twenty-five years later. Jack was to Joe what Barnabas was to Paul. This team produced much fruit for the whole church. While in Louisville, son Eddie was born.

After serving Harvey Browne Church for eight years, Jack accepted a call as pastor of the Woodland Presbyterian Church, New Orleans. In June, 1971, he became associate pastor of First Presbyterian Church, Greensboro, where he served until his retirement in December, 1987. In 1977 he earned a D.Min. degree from Austin Seminary. In the former Orange Presbytery Jack served on or as chairperson of committees concerned with candidates, evangelism, stewardship, and ministry. He was presbytery moderator.

His accomplishments are too numerous to list. However, two of his significant contributions are his establishing the Good Samaritan Fund of First Presbyterian Church and was a founder and board member of the Presbyterian Counseling Center of Greensboro.

People who knew Jack well describe him as loving, compassionate, caring...able to identify, trusting, affirming...methodical, exacting perfecting...understanding, forgiving, gave benefit of a doubt. A longtime ministerial colleague said of Jack that when he was up to something good he always had a twinkle in his eye. Even when he was dying of cancer, Jack found hope in the Apostle Paul's affirmation: "We know that all things work together for good for those who love God, who are called according to his purpose."

(Adapted from remarks delivered by Jerold D. Shetler during the memorial service for C. H. (Jack) Reckard, August, 1991.)

MEMORIAL FOR WILLIAM W. SLOAN

William W. Sloan was born October 30, 1901, in Prospect PA, the son of Wilson and Margaret Sloan. His father, Wilson Sloan was a Presbyterian minister. At age 7 Bill had polio and, although he never allowed it to control his life, he was always of victim of its effect. He grew up in his native state of Pennsylvania. During World War I he read gas meters, often walking as much as 20 miles per day. he paid his own way through the College of Wooster. He started out selling Wearever aluminum pots and pans and soon was training others to sell; he was promoted to sales supervisor before he graduated from college.

After college he went to Alexandria, Egypt where he taught English, Bible, and business law in the American Mission College. After being accepted for study at the Harvard University School of Business, he changed his mind and went to McCormick Theological Seminary. While attending McCormick he also studied Christian Education at Northwestern University and was named Director of Christian Education at First Congregational Church, Appleton, Wisconsin, the January of his senior year. Later he attended Northwestern University and received the PhD degree in Religious Education; it was while there that he met Bessie Pickatt, whom he married February, 1934, in Pullman, Washington.

Bill Sloan served as pastor of a Presbyterian church in Baker, Oregon, and churches in Grand Coulee Dam, Washington, and Hudson, SD. While teaching at Buena Vista College, he served churches in the Methodist, Presbyterian and Congregational denominations and was proud of the fact he had held ministerial standing in all three of these denominations.

After teaching at Western, Huron, Buena Vista and Berry Colleges, Dr. and Mrs. Sloan came to Elon College in 1947. They were citizens of the world, traveling around the world four times, escorted tours to the Holy Lands, were in Russia three times, and visited a total of 108 countries. After their retirement from Elon College, they went to Zambia and taught in the UCC Ministerial Training College and in the African Literature Center.

Dr. Sloan was a scholar, a preacher, a lecturer, an author, a world traveler, a successful teacher, and a personal friend to many people. He was a man for all seasons - a caring, committed Christian who felt it was his primary vocation to study and to teach and to personify the Word of God.

Dr. William W. Sloan died March, 1991.

(This was taken from the tribute given by Earl Danieley at the Memorial Service for Dr. Sloan, March 14, 1991.)

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VOLUME IV NUMBER 2

Minutes of

SALEM PRESBYTERY

FOURTEENTH STATED MEETING
HAWFIELDS PRESBYTERIAN CHURCH
MEBANE, NORTH CAROLINA
April 28, 1992

MINUTES OF

SALEM PRESBYTERY

FOURTEENTH STATED MEETING
HAWFIELDS PRESBYTERIAN CHURCH
MEBANE, NORTH CAROLINA

April 28, 1992

OFFICERS

Moderator	Rudolph V. Boone, Sr.
Moderator-in-Nomination	Cynthia R. Higgins
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
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Clemmons, NC 27012
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FOURTEENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

HAWFIELDS PRESBYTERIAN CHURCH

MEBANE, NORTH CAROLINA

April 28, 1992

The Fourteenth Stated Meeting of Salem Presbytery was called to order by Moderator Rudolph V. Boone, III at 9:00 a.m. on Tuesday, April 28, 1992, in the Hawfields Presbyterian Church of Mebane, North Carolina. The opening prayer was led by Rudolph V. Boone.

SERMON BY CANDIDATE FOR ORDINATION

Presbytery heard the sermon preached by Candidate for Ordination Michael Poulos.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	141	Non-Commissioners	0
Ministers	124		
		Visitors	53
Corresponding Members			
Ministers	2	Total Enrollment	328
Church Educators	8		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., G. Woody Alexander, Frank J. Allen, J. Lawrence Ayers, Shawn E. Barkley, Jesse W. Bledsoe, Warren C. Brannon, John C. Brearley, Robert A. Bryant, Malcolm M. Bullock, Robert E. Button, George C. Carpenter, Charles R. Carter, William H. Chappell, Carole F. Chase, M. Gray Clark, Robert Cleveland, S. Jay Click, Frederick A. H. Coates, David T. Daniel, Max E. Deal, Frank M. Dew, James A. Dickens, Barbara E. Dua, Carl W. Dumford, Steven W. Dyer, Christopher F. East, Stewart E. Ellis, Carlton A. G. Eversley, T. McLean Faw, Jr., Dusty K. Fiedler, Robert A. Fiedler, Charles G. Fitzpatrick, Janet Briscoe Flagg, Milton M. Foust, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Philip R. Gehman, Scott C. Girard, Robert J. Goforth, James H. Grant, Jr., Lucius A. Gray, John M. Handley, William C. Hayes, James Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Ann I. Hoch, Z. N. Holler, Douglas A. Horne, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Henry J. Keating, William R. Knox, Donald E. Lannon, William F. Lawrence, Jr., James E. Layman, Robert E. Lee, David T. Lee-Andrews, S. Edwin Lewis, Ivan W. Lowery, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, Lacy V. McPherson, William S. Metzel, Judson J. Milam, John L. Milholland, E. Thomas Miller, James

F. Miller, Donald Mimbs, James A. Mitcham, Allen E. Morrison, William H. Morrison.

N-Z

J. Herbert Nelson, Frances Olson, David C. Partington, S. Curtis Patterson, Karen E. Pearson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. Pogue, W. Clark Porter, III, Catherine J. Reed, Marie P. Reed, Leland A. Richardson, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Paul S. Ryoo, Grant M. Sharp, A. Carter Shelley, Jerold D. Shetler, Ethel C. Simonetti, Ronald A. Smith, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Samuel Stevenson, Jamie D. Stimson, Larry E. Summey, Robert R. Tolar, Jr., John G. Truitt, Jr., William D. Varker, Stanley M. Voth, W. Russell Ward, Jr. Worth N. Watts, William C. Weckerly, Norman M. Whitney, Sr., Charles Williams, James K. Wilson, Jr., Paul D. Woodall, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Richard S. Wurst, Jr., Robert L. Yoder, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

James H. Allen, John W. Bell, L. Adlai Boyd, Ernest Bradford, Mary Boyd Click, M. Susan Dobyns, Robert C. Evans, Jr., Hewon Han, William Stacy Johnson, Walter W. King, Phyllis M. H. Kort, Thomas K. Lane, Laura C. Long, Z. Bradford Long, J. Roger Marrow, Steve A. Martin, Lisa Mullen, Steve M. Pharr, Joseph L. Pickard, Paul N. Ridolfi, R. Shelton Page, Stevan A. Snipes, Patricia F. Stewart, Rockwell P. Ward.

The following Missionaries and Chaplains were excused:

Sherron K. George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, Morton Kurtz, Juliam Lake, William F. Long, John W. Luke, Wilkes D. Macaulay, John R. McALpine, III, James M. McDaniel, Allen C. McSween, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf, Troy A. Young, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Michael E. Askew, Sr., Jonathan C. Barker, J. William Black, Linda L. Blessing, Robert R. Childs, Jr., Charles W. Clubb, Kermit W. Dancy, John E. Eliason, James T. Frazier, Elijah B. Freeman, Larry W. Freeman, Reagan P. Gibbs, Carter B. Gillespie, William S. Johnston, Benjamin Kirkland, Robert M. Lewis, Paul Lindsey, James M. Mauldin, H. Reid Montgomery, Molly Dotson Morgan, George H. Murray, IV, Richard Osmer, Franklin L. Partridge, III, Dennis J. Sebesan, James T. Shields, Jeffrey D. Smith, Jerry M. Smith, Rollin M. Steele, Jr., John B. Talmage, Glenn C. Thomason, Kellie E. Weekley, Benjamin F. Williams, J. Gordon Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance James R. Hunter, Ray Smith, Jim Witherspoon, Allen Temple James Miles, Virginia Mott, Asbury Tom Sheppard, First (Asheboro) Harold Jackson, Sara McFadden, Bethany (Graham) Benny Crutchfield, Bethany (Statesville) Edgar Ingram, Bethesda (Ruffin) Ellen R. Shaw, Bethesda (Statesville) Mary Rose Head, First (Boonville) Hallie Cundiff, Darlene H. Lytton, Marilyn K. Scales, Buffalo Moir M. Ayers, First (Burlington) Irving Hogan, Roger W. Johnson, Calvary Steve Clark, Cameron Shirley Glaspy, Thelma G. Mills, Centre Sam Favor, Church of the Covenant Margaret Foust, Church of the Cross Kenneth W. Kellam, Clemmons Jim Howerin, Collinstown Frank Overby, Community in Christ, Presbyterian Marsha Hooks, Concord Harvey Stevenson, Jr., Covenant Sandra Russell, Cross Roads Ruth S. Walker, Dellabrook Rudolph V. Boone, Sr., J. P. Scarborough, Dogwood Acres Marjorie Roberson, First (Eden) Horace Penn, Edward Webb Gladys W. Bailey, LaDonna McCarther, Elkin Barbara Fulp, Gill Ripley, Fairmont Jesse B. Smith, Fifth Creek Kenneth C. Noblock, Flat Rock Robert A. Edwards, Forest Hills W. Groome Fulton, Francisco Elva Dearmin, Franklin Clyde Overcash, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Glendale Springs Linda S. Taylor, Grace Willie Robinson, Emma Shouse, Graham Eunice H. Newlin, Lee Stanko, First (Greensboro) Thomas C. Anderson, Robert M. Armfield, Jane D. Lambert, Doris Preyer, Darlene Young, Greenwood James A. Pruitt, Griers Annie L. Wilkinson, Guilford Park Jim Merritt, Gulf Don Lovell, Hawfields Neel Fleming, David Murdock, David Smith, First (High Point) Bill Hylton, Willard Kimrey, Eloise Taylor, Highland Harriet Morton, Ruby Simmons, Jamestown Lela Jones, R. H. W. Jones, Jr., John Calvin Haywood Cope, Laurel Fork Don Tucker, First (Lexington) Annie Freeman, Larry Lyon, Lloyd Edwin L. Patterson, Ruth M. Patterson, Logan Irene Dye, Clyde Houpe, Mebane Ernest Richmond, Memorial Harriet Gardner, First (Mocksville) Everette A. Eckerd, First (Mooresville) Doris B. Caldwell, Miriam W. McNeely, Mt. Tabor Constance S. Purcell, Thelma R. Smith, Mt. Vernon Roman Culbertson.

N-Z

New Creation Community Anne McKee, New Salem J. Hulette Norton, North Wilkesboro Elioise Boyd, Ellen Lipscomb, Old Providence Betty Wooten, Parkway Nancy Gilbert, Tim Gupton, Piedmont Mary Jean Teer, Pittsboro Bill Browder, Prospect June A. Woodall, Randolph George Slaydon, First (Reidsville C. Jackson Harrill, St. Andrews Ron Liner, St. James Catherine Bonner, Luella J. Graves, Rosa T. Yourse, St. Paul (Greensboro) Judy Gibson, Mildred Thomas, First (Salisbury) C. Wade Mobley, Jean B. Mobley, William A. Sherrill, Second (Salisbury) Carl Hall, Sedgefield Craig McIntosh, Shallowford David C. Smith, Shiloh (Burlington) John Scott, Siler City Buford H. Barrows, Smyrna Harvey Farris, Speedwell Nori Torbert, Starmount Betty Hankins, Carl A. Peterson, Sam Zealy, First (Statesville) Stuart Deal, Steve Johnson, Stony Creek J. Leo Boswell, Taylorsville Sheila Wright, Third Creek Dorothy M. Fleming, First (Thomasville Marian R. Grusen, Thyatira Frank Fuller, Jr., Trinity (Elon College) Alura Wheeler, Trinity (Salisbury) Delaine Fleming, Gladys Winston, Trinity (Winston-Salem Williams G. McLeod, Vandalia Donal Mitchell, Wentworth W. D. Sherron, Westminster (Burlington) G. H. Baldwin, Westminster (Greensboro) Bill Cleveland, Whispering Pines James Ralph Wilson, First (Winston-Salem) Mack Dagenhart, Bob Hartsell, James S. Price, Harold Wingert, Yadkin United Marian L. Smith, Thomas O. Vinson, Yadkinville Suzanne Thomasson, Yanceyville Edith Wilson.

The following Churches were excused from having representatives at this meeting of Presbytery.

Cleveland, Clio, El Bethel, Fieldstone, Forest Park, Love Valley, First (Mt. Airy), Mt. Vernon Springs, Sandy Ridge, Tabor.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Bethel, Beulah, Bixby, First (Boone), Brentwood, Cooleemee, Crestwood, Danbury Community, Ebenezer, Elmwood, Faith, Fellowship, Glenwood, Harmony, Hills, Hope View, Immanuel, Joyce, First (Kernersville), Korean First, Lansing, Second (Lexington), Little Joe's, Madison, Milton, Second (Mocksville), Mt. Jefferson, Oakland, Oakview, Old Town, Peak Creek, First (Pilot Mountain), Pine Hall, Pine Ridge, Pleasant Grove, Red House, Reid Memorial, Riverview, Rumple Memorial, Shady Side, Shiloh (Statesville), Southminster, Sparta, Spencer, Springwood, St. Paul (High Point), Stoneville, Unity.

The following Church Professionals were enrolled:

Sammie Braxton, Beverly Bowyer Coppley, Evelyn Edwards, Becky Lee-Andrews, Ruth B. Lenger, Ida K. McCaskill, Delores Spielman, Paige Tolar.

The following Visitors were registered:

Bill Amidon, Annie M. Bates, Sarah J. Boone, Lois S. Brake, Charles Cameron, Marian Cameron, Kathy Carpenter, Margeret C. Carr, Roy P. Carr, Phyllis Chambers, Al Clark, Charles Connor, Greta Connor, Margaret Cowan, Leighton Culler, Dale Davidson, Octavia Edwards, Sue Foust, Earle Frazier, Creola Goodman, Ann P. Harrill, John Heaggans, Catrelia Hunter, Susanne Jordan, Cynthia Kirkman, Gayl Knox, Rainey MacArthur, Cora L. Massey, Frances McPherson, Jane Miller, K. Misenheimer, Helen Mitcham, Marge Monroe, Mamie C. Morris, Russell Palmer, Jewelene Parker, Annette Pearson, Phillip Poplin, Michael Poulos, Lois Price, John Purdy, Virginia B. Rush, Ann B. Smith, Mary Lou Stevenson, Tommy Summers, Linda Thurston, Deryl Torbert, Benton J. Trawick, Catherine Trawick, Jack Trawick, David L. Wallace, Helen P. Waller, Mrs. Ed Whitson.

The following Corresponding Members were present:

Paul Ransford, John A. Wilkerson, Jr.

DOCKET

The Docket was presented by Elder N. N. Fleming, III, Moderator of Council, and was approved (see Appendix A, pp. 98-99).

WELCOME

The Governing Body was welcomed by A. B. Plexico, minister of the host church; Henderson Scott, Elder, Ellen Lawrence, Director of Hawfields Child Care and Development Center, Inc.; and Max Kernodle, Director of the Presbyterian Home of Hawfields, Inc. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. Ecumenical visitor, Mary Ruth, Executive Director of Allied Churches of Alamance County, was introduced and was given the privilege of the floor to address the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, p. 100.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to Ordain and/or Install pastors were admitted to record. (Appendix C, pp. 101-102.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committee:

Resolutions: Rick Wurst
Ida McCaskill

OMNIBUS MOTION

Elder N. N. Fleming, III, Moderator of Council, presented the Omnibus Motion. After Presbytery removed items #6 and #8 from the Omnibus Motion, the Presbytery approved all the remaining recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM on the left margin.

REPORT OF PRESBYTERY COUNCIL
N. N. Fleming, III, Moderator

Your Council has met three times since the February, 1992, meeting of Presbytery.

I. CONCURRENCES WITH COMMITTEE RECOMMENDATIONS TO PRESBYTERY

1. Church Development Committee
2. Budget and Finance Committee
3. Presbytery Office Building Committee

II. ACTIONS TAKEN BY COUNCIL

1. Council reviewed, revised, and approved the "Personnel Policies for the Office of Salem Presbytery".

2. The Council approved closing the Presbytery Office on Monday following Saturday Presbytery meetings. This will be on a one-year trial basis and will be evaluated before it is continued beyond a year.

3. Council approved the suggestion made by the Consultation on Church Union as reported by Mr. Franklin Colclough at the February 1, 1992, Presbytery Meeting that Salem engage in a study of their recommendations to be presented to the 1993 General Assembly. The Ecumenical Relations Committee was asked to present plans to Council for such a study.

4. Council approved the formation of a Presbytery Office Building Committee of five members as follows:

   At least two to carry forward the work of the Office Location Committee; three new members, preferably from the building industry (contractors, decorators, etc.). The committee can draw as advisory members others who have the necessary expertise to assist them, i.e. accountants, attorneys, architects, financiers. At least two from Presbytery staff will serve as advisory members.

   The following persons were approved for appointment to the Presbytery Office Building Committee (subject to their consent):

   Dan E. Smith (Grace)
   Hugh Strickland
   Hugh Wright (Highland)
   Lola Culler (Highland)
   Bob Caudill (First, [W-S])
   Rosa Yourse (St. James)

5. The Council approved the recommendation of the Personnel Committee that advertising be begun immediately for one person to fill the Presbytery Program Staff position being vacated by Carter Shelley (Associate Presbyter for Care and Development of Leadership).

6. The following request from the Elkin Presbyterian Church was approved by the Council:

> The Session of Elkin Presbyterian Church is seeking to meet an emergency need on an international level. Our goal is to send a ton of food relief directly to Pyatisgorsk, a Russian town in dire economic need. This food will be transported with the assistance of the U. S. military, the KGB, the Russian Orthodox Church, and the Presbyterian Church (U.S.A.). Though actual transportation costs are covered, funds are needed to purchase and pack these food supplies. Because of the timeliness of this opportunity, our Session requests the Hunger Committee to approve $1,000 for this project. Shipping date is March 29, 1992. These funds would be appropriated from the international account. Thank you for your careful and prayerful consideraton.
>
> John C. Brearley
> Moderator

7. Council authorized a Staff Activity Day (Retreat) on May 1.

8. The Council approved the request of the First Presbyterian Church, High Point, to borrow money for the purchase of property in the same block with their present Main Street location, subject to approval by the congregation at its meeting on March 29, 1992.

9. Council approved March 27, 1993 (Saturday), as the date for the Kaleidoscope event.

10. Council established a Study Committee to examine Presbytery's relationship with the camping program.

11. Council reviewed with comment the report of the Synod Consultation on Synod and Presbytery Priorities.

12. Council joined the Presbytery of Western North Carolina in appointing a study Task Force on the denomination's Pensions/Major Medical plans.

III. ACTIONS OF PRESBYTERY

ACTION:

1. Salem Presbytery empowered its Council as the keeper of its Official Events Calendar. Such empowerment includes the authority to approve events, workshops, retreats, training sessions, etc., promoted in the name of Salem Presbytery or any of its committee structures BEFORE <u>any binding arrangements for or public announcements of such events are made</u>. Council shall review plans submitted by its structures for <u>timing and location</u> in relation to other events already on the calendar, as well as, for their <u>thoroughness, clarity, and promise for success</u> before placing the event on the calendar.

The Budget and Finance Committee wants the policy of restoring excess funds to Synod and General Assembly expanded to be ongoing, not just 1992. The auditors charged with examining the financial records of Salem Presbytery have recommended

that the previous action of Salem Presbytery on July 13, 1991, as it relates to recommendation #3 of the Budget and Finance Committee be changed.

ACTION:

2. All year-end unused budgeted benevolences available for Presbytery's use shall be spent in the following manner: First, commitments to General Assembly and Synod shall be fulfilled; for the year 1992, this includes restoring the 1/2 percent reduction to General Assembly and Synod.

The grassroots group which successfully completed the renovation and updating of the mission hospital at Mwandi, Zambia, is proposing the addition of an educational center adjacent to the hospital. It would provide Nutrition Education and Pre-School Development and a new facility to house these programs.

Mwandi I has touched the lives of thousands. There is a new sense of excitement about what God can do when Christians join together to seek after God's concern for the wholeness of people. The Salem Council applauds the generosity and self-sacrifice of the 22 churches who made Mwandi I a reality. The Council is moved by the challenge of Mwandi II. We believe that the request for endorsement of the Mwandi II Project by Salem Presbytery demonstrates the Presbyterian connectional system at its best.

The Council believes, however, there are valid concerns raised about this process that need to be addressed before Salem Presbytery commends Mwandi II to its churches. In consultation with the Global Mission Unit of the General Assembly and Salem's Hunger and International Mission Committees, Council believes that any such international project should first be recommended by Global Mission. Mwandi I was a project approved both by that General Assembly Unit and by the Presbyterian related Medical Benevolence Foundation. Mwandi II to date has not yet been approved by either.

Even though the Presbytery was not officially invovled in the first Mwandi project, we believe participation by our churches was an outstanding example of both mission commitment and over-and-above stewardship. The smashing success of that project is having an impact on our denomination's mission strategy!

Some leaders of the Mwandi I venture have proposed Mwandi II. In good faith and order, they approached Salem Presbytery for endorsement before approaching our churches to participate. Prior to Salem's endorsement, attention should be given to insure that resources of time, talent and money can be focused where needs are greatest and long-term success of the venture is likely. Projects should be offered by Global Mission to be examined and adopted by local congregations or Presbytery cooperative effort to give God praise and to help God's people grow in the Spirit of Christ.

The Council rejoices in the impact of Mwandi I on the critical needs of Zambia, on the lives of hundreds of Presbyterians in this and other presbyteries, and on the future of how the denomination does mission. We are particularly pleased by the responsible request to Salem for endorsement of the Mwandi II proposal. With great excitement about another such spirit-filled experience of God's presence and guidance, we believe that one valid, exciting way the Presbyterian witness is at its best is when it includes the combination of hearts and hands.

We also strongly believe that part of the genius of Presbyterian order means that in order to use our limited Presbyterian resources in the wisest way possible,

our Global Mission Unit of the General Assembly should identify where the most critical needs are in various parts of the world which can be addressed by such grassroots "hands on" efforts.

ACTION:

3. Salem Presbytery commended the Mwandi II Project to the Global Mission Unit for its approval or its recommendation of an alternative project; and

   Salem Presbytery will request the General Assembly Global Mission Unit to develop a strategy to directly involve local congregations in on-site mission work.

ACTION:

4. Salem Presbytery invited the Moderator of the Presbyterian Women to attend meetings of Presbytery with the privilege of the floor (voice but no vote).

ACTION:

5. The following dates for Presbytery Meetings in 1993 were approved:

   February 6 (Saturday)
   April 27 (Tuesday)
   July 23-24 (Friday and Saturday), hosted by Lees-McRae College
   October 5 (Tuesday)

OUTDOOR MINISTRIES DIVISION THEME PRESENTATION
Donald Howie, Moderator

Donald Howie made the introduction of the Outdoor Ministries Division Theme Presentation. Paul Ransford spoke on the ministries of Presbytery camps. Guy Hunt presented the Camp Grier slide show.

ECUMENICAL RELATIONS

The Rev. Collins Kilburn of the North Carolina Council of Churches was introduced by R. O. Freeman and spoke to the Presbytery.

WORSHIP AND COMMUNION

At 11:13 a.m. the Presbytery joined in a service of Worship and Communion led by the Reverend A. B. Plexico and the Reverend Marie P. Reed. The preacher was the Rev. Lewis W. Bledsoe, pastor of the Steel Creek Church in Charlotte. The organist was Mr. Patrick Murphy.

RECOGNITION OF PRESBYTERY LEADERSHIP

A. Carter Shelley Appreciation Committee led by Suzanne Thomasson expressed the thanks of the Presbytery to Carter Shelley on the occasion of her leaving Presbytery staff for other work. The committee also regaled the Presbytery with "Carter stories" and presented her with gifts, including a cherry blanket chest made by Rev. Guy Hunt, a book of letters from associates, and a gift of money.

LUNCH

The Presbytery was recessed for lunch at 12:40 p.m. with prayers of thanksgiving.

AFTERNOON SESSION

At 1:30 p.m. the Moderator reconvened the Presbytery and prayer of dedication for the Two-Cents-A-Meal Offering and prayers of petition and intercession were led by Katy Reed.

CLEMMONS CHURCH/SALEM PRESBYTERY JOINT BUILDING PROJECT

Neel Fleming presented the project briefly.

ACTION:

6. Presbytery recommitted the proposal for the Clemmons Church/Salem Presbytery Joint Building Project to the Council and instructed the Council to make the necessary adjustments and to present it at the July meeting.

REFLECTIONS ON SALEM PRESBYTERY

Carter Shelley spoke on her concerns for the Presbytery as she leaves the staff.

SERVICE OF HONORABLE RETIREMENT

The Presbytery joined in a service of Honorable Retirement for the Reverend Bill Varker and the Reverend Stan Voth. After hearing from persons who spoke of the contributions to the Church of each retiree, the Moderator presented each with a framed Certificate of Retirement on behalf of the Presbytery.

SOCIAL JUSTICE COMMITTEE
David Partington, Moderator

Gayl Knox introduced Phil Jamison who spoke to the Presbytery about AIDS.

BICENTENNIAL KICKOFF

J. Herbert Nelson led an activity to promote and kickoff the Bicentennial Fund Campaign in Salem Presbytery.

AMENDMENTS TO THE BOOK OF ORDER

Chris East presented the amendments.

ACTION:

7. Presbytery approved or rejected the amendments as follows:

   A1 Approved
   A2 Approved
   A3 Approved
   B Approved

C1 Approved
C2 Approved
C3 Approved
D Approved
E Approved
F1 Approved
F2 Approved
F3 Approved
G Approved
H1 Approved
H2 Approved
H3 Approved
H4 Approved
H5 Approved
H6 Approved
H7 Approved
H8 Approved
H9 Approved

ACTION:

8. Presbytery approved the following policy:

It shall be the policy of Salem Presbytery to discuss and vote on Constitutional Amendments not later than the winter meeting of Presbytery.

PRESBYTERIAN WOMEN

Presbyterian Women Moderator Jane Miller was introduced and briefly addressed the Presbytery.

REPORT OF THE EXAMINATIONS COMMITTEE
Woody Alexander, Moderator

RECEPTION OF O. LEIGHTON CULLER

ACTION:

9. Presbytery approved the committee and floor examination of O. Leighton Culler in accordance with Book of Order G-11.0402.

a. The Reverend Leighton Culler was received from Charlotte Presbytery to serve as the interim pastor of the Westminster Presbyterian Church in Greensboro.

b. His credo which follows was approved:

I was born into a Presbyterian family and my parents presented me for the Sacrament of Baptism as an infant. My father is a retired minister and a member of Salem Presbytery. My oldest son, Mike, is an elder in the Highland Church.

I see my life as a journey in which I have experienced both Providence and Christian Grace. My experiences in my family and in church were important to the directions my life would take later.

After college I taught mathematics and physics in Sr. high school for four years. During that time I enjoyed close relationships with my students. They came to my classroom before and after school to talk. I learned of their stresses in family life, their search for direction and meaning in their lives. At the same time my wife and I were deeply involved in Highland Presbyterian Church, Winston-Salem, NC, where I was influenced by the pastor, the Rev. Eugene Kirkman. In worship, week after week, I felt a deep hunger and yearning to study the Scriptures. I wanted to know the richness and depth of the Bible's message and find answers for my personal faith and meaning for my life. I felt I was being spoken to personally in each worship service but I didn't know what I needed to do about it.

Several months of struggling followed. What would I do about my plans for studying and teaching mathematics and science? Gradually I yielded to what I believed to be God's plan for my life--ministry! I entered Union Theological Seminary in Virginia, with the expectation that I would prepare to minister to youth. In my first congregation after graduation, I discovered that adults of all ages had the same needs I had seen in those high school students--the same needs and hungers that were so familiar to me! I did a lot of youth ministry in the early years along with all other pastoral duties. Having training and experience as a teacher, I have continued to emphasize educational ministry as a part of my pastoral work.

Those basic yearnings for biblical truth with which I began has grown through the years. I have participated in continuing education events each year and completed a Doctor of Ministry degree at Columbia Seminary. I also continue to be drawn to people in their special times of need and struggle.

My journey of faith has been one of opening of eyes to God's care (Providence) and acceptance at every turn (Grace). For a life of growing trust in Jesus Christ as my Lord and Savior, I am grateful. For Word and Sacraments, the church, and all aspects of grace, I am grateful. This gratitude causes me to respond, with all Christians, in love of God and neighbor.

c. Mr. Culler was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF K. MOSER MISENHEIMER

ACTION:

10. Presbytery approved the committee and floor examination of K. Moser Misenheimer in accordance with Book of Order G-11.0402.

    a. The Reverend K. Moser Misenheimer was received from East Tennessee Presbytery as a retired pastor. Reverend Misenheimer lives in Greensboro and desires to have opportunities for ministry within our presbytery.

    b. His credo which follows, was approved.

I believe in God the Father Almighty, Creator and Sustainer of the universe. He is all-knowing, all-powerful and everywhere present. He is most loving, long-suffering and

forgiving. He is our Sovereign, King and Ruler, and has an eternal plan for all humankind, yet has given His people freedom.

I believe in God the Son, Jesus Christ, our Savior and Lord, who was conceived by the Holy Spirit, and was divine. He was born of the Virgin Mary, making Him also human. He suffered and died on the cross, bearing the sins of all people. The third day He rose again from the dead. His resurrection provides meaning and hope for my faith and existence. I believe in His teachings and miracles. By His grace and through our faith in Him we receive salvation, healing, wholeness and eternal life.

I believe in God the Holy Spirit who is the Lord and Giver of life. He gives new life to people by His grace, convicts them of sin, moves them to repentance, persuades and enables them to embrace Jesus Christ by faith. He unites all believers to Christ and dwells in them as their Comforter and Sanctifier.

I believe the mission of the church is to make disciples of all people, to baptize them in the faith, and to instruct them in the teachings of the Scriptures.

I believe Christ gave the Church two sacraments: 1. Baptism, which symbolizes the washing away of believers' sins and their being joined into God's family. 2. The Lord's Supper, where the symbols of bread and wine remind us of the body of Christ broken and His blood shed for us on the Cross. Through the Sacraments God is present with us and strengthens us to be about His work in the world.

I believe the Bible is inspired of God, is His self-revelation and is to be the rule of faith and life. The written word reveals a God who is continually at work to restore the broken relationship between sinful humans and righteous God.

I believe in the Christian life believers are to offer a personal witness to their faith in Jesus Christ. They also are to offer a united public witness to society and to the world.

I believe that God will send His only Son, in His glory, a second time to judge all people. I believe the Church Universal, made up of all those in all times and places who have responded in faith to God's call in Jesus Christ, will, in the end, be triumphant and victorious over the forces of evil in the world. I believe God will one day establish His kingdom in all its fullness. The Kingdom of God will have no end.

c. Mr. Misenheimer was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF MICHAEL JAMES POULOS

ACTION:

11. Presbytery proceeded with the examination of candidated Michael James Poulos. He has passed the General Assembly Standard Exams, and has been examined by the Examinations Committee of Presbytery. Presbytery approved the committee and floor examination and sermon of Michael James Poulos.

a. Michael James Poulos was received pending his graduation from seminary and will be ordained by Salem Presbytery so that he may accept the call to serve as the Associate Pastor for Youth and Their Families at First Presbyterian in Greensboro. Michael is currently a candidate for ministry in the Greater Atlanta Presbytery and completing his studies at Columbia Seminary. The effective date of this call is June 1, 1992.

b. His credo which follows, was approved.

I affirm my faith in the triune God (Father, Son, and Holy Spirit), the One God to whom the Scriptures bear unique and authoritative witness, the One God decisively revealed to us in the life, death, and resurrection of Jesus of Nazareth. My faith in this God comes as a response to God's activity in the world. This activity is especially seen in the works of creation, the history in the nation Israel, the culmination of this history of Jesus Messiah, and the continuing presence of Christ's Body in the world today, the Church. Through the power of the Holy Spirit, working in the hearts of those who hear the Word of God proclaimed, we come to trust in the purposes of the One who creates, redeems, and sustains us. These purposes center on the reconciliation of all things in Jesus Christ.

God's activity of reconciliation is truly good news, for we are in need of such love. Though we are created in God's image, and are designed to be in right relationship to our Creator and the rest of creation, we tend to place other things before the worship of God. This idolatry separates us from God, from one another, and from the rest of creation. The consequences of sin are death, and left to our devices, we would be without hope. But in Christ God has acted decisively for creation, taking on the penalty of our sins in order that we might have new life. In baptism we are buried with Christ and raised to this new life, and the Spirit seals this promise on our hearts.

The Christian life is thus seen as a response to God's love for us, and in response to this gracious love, we are called to live lives of gratitude, loving and serving others in word and deed. In our words we witness to the reconciliation taken place already in Christ; in our lives we are to work to make this reconciliation more of a reality in our broken, sinful world. We are to depend on God daily through prayer and meditation on Scripture, trusting in God to transform us in our personal lives of discipleship. The people of God are also continually renewed and empowered at the Lord's Table, a time where we are bound to Christ and one another. The Church is called to be God's agent of reconciliation in the world, working to transform the structures of life which breed suffering and injustices. As agents of reconciliation in the world, we must not lose sight of who we are - children of a God who is not limited by our efforts and strivings to bring in the Kingdom.

c. Presbytery approved the establishment of an Associate Pastor relationship between Mr. Poulos and the First Presbyterian Church of Greensboro effective June 1, 1992; approved the following terms of call from the First Presbyterian Church of Greensboro; and the call was ordered placed in his hands.

Salary	$15,600
Housing Allowance	10,400
Automobile Allowance	2,000
Book/Study Leave Allowance	1,500

Medical Insurance/Annuity	7,020
Social Security Equivalent	
Moving Costs	Provided
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to ordain and install him as Associate Pastor for Youth of First Presbyterian Church, Greensboro on July 12, 1992, at 11:15 a.m. at the First Presbyterian Church of Greensboro.

NAME	RESPONSIBILITY	MINISTER/ELDER
Hewon Han	Preside & Propound the Constitutional Questions	Minister
Jerry Shetler	Preach the Sermon	Minister
Jack Harrington	Charge the Minister	Minister
Joe Garrison	Charge the Congregation	Elder
Larry Dimmick	Lead in Worship	Elder
Martha Anderson		Elder
Lisa Mullen		Minister
John E. Westlund Greater Atlanta Presbytery	Lead in Worship	Minister
Erwin Gettys, Jr. Greater Atlanta Presbytery	Lead in Worship	Elder

e. Mr. Poulos was instructed to sign the obligations required of a minister to be enrolled in presbytery.

REPORT OF THE COMMITTEE ON MINISTRY
Laura Spangler, Moderator

The Committee On Ministry has adopted a policy for moderators of session appointed by the Presbytery for churches without a pastor. The policy outlines the duties of the moderator, which defines the moderator's role with the session, Pastor Nominating Committee and Committee On Ministry. Our policy states that the moderator of a vacant pulpit shall be paid monthly a minimum of 1/2 of 1% of the previous pastor's salary, plus mileage. Based on the Presbytery minimum ($14,000), the minimum amount would be $70 plus mileage.

ACTIONS:

12. The Boonville Presbyterian Church was granted a waiver of one year from the rotation system of elders, (Book of Order G 14.0202-13). The session of the Boonville Presbyterian Church has made this request because of their small membership and they need time to train and prepare more members of the congregation to carry along the ministry of their church in a rotation manner. They are currently involved in officer training and preparation.

13. The Lloyd Presbyterian Church was granted a waiver of one year from the rotation system of elders, (Book of Order G 14.0202-13) due to their membership of 29 and time needed to train more members to be on the session.

APPOINTMENT OF MODERATORS

ACTION:

14. The following action of the Committee On Ministry regarding appointment of Moderators was admitted to the record of Salem Presbytery as its actions:

    a. The Reverend Ben Williams was appointed moderator of session for the Siler City Presbyterian Church.

    b. The Reverend Hank Keating was appointed moderator of session for the Southminster Presbyterian Church.

    c. The Reverend Max Deal was appointed moderator of session for the Oakland Presbyterian Church.

    d. The Reverend Susan Fricks was appointed moderator of session for the Trinity, Elon College Presbyterian Church.

TEMPORARY SUPPLY RELATIONSHIPS

ACTION:

15. The following actions of the Committee On Ministry regarding temporary supply relationships were admitted to the record of Salem Presbytery as its actions:

    a. The Reverend Cleveland Duke to serve as temporary supply of the Bethesda Presbyterian Church of Ruffin.

    b. Calvin Crump, candidate for ministry, to serve as temporary supply at the Boonville Presbyterian Church.

    c. The Reverend Ben Williams to serve as temporary supply of the Milton Presbyterian Church.

MINISTERS LABORING OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

ACTION:

16. The following actions of the Committee On Ministry regarding ministers approved to labor outside the bounds were admitted to the record of Salem Presbytery as its actions:

    a. The Reverend Gordon Williams was approved to serve in Foothills Presbytery (S.C.) with the American Leprosy Missions.

    b. The Reverend Brad and Laura Long were approved to serve in Western North Carolina Presbytery with the Presbyterian and Reformed Renewal Ministries.

    c. The Reverend Jeffrey Smith was approved to serve in Charlotte Presbytery as the Interim Pastor of the Quail Hollow Presbyterian Church.

MINISTERS FROM OTHER PRESBYTERIES LABORING INSIDE THE BOUNDS OF SALEM PRESBYTERY

ACTION:

17. The following action of the Committee On Ministry regarding ministers laboring inside the bounds of Salem Presbytery was admitted to the record of Salem Presbytery as its action:

    a. The Reverend George Wright to labor inside the bounds of Salem Presbytery for the purpose of supply preaching.

INTERIM PASTOR RELATIONSHIPS

ACTION:

18. The following actions of the Committee On Ministry regarding interim pastor relationships were admitted to the record of Salem Presbytery as its actions:

    a. The Reverend Scott Girard was approved to serve as the Interim Pastor, 1/2 time, at the Unity Presbyterian Church in Woodleaf, NC, effective February 1, 1992.

    b. The Reverend Jerrold Brooks was approved to serve as the Interim Associate Pastor of the First Presbyterian Church in Greensboro, NC, effective February 17, 1992. Also, he was granted permission to labor inside the bounds of Salem Presbytery. He is a member of Western North Carolina Presbytery.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTION:

19. The Reverend Steve Shive was dismissed as Pastor from the Oakland Presbyterian Church so that he may transfer to Winnebago Presbytery to receive the call as Pastor of the First Presbyterian Church of Green Bay, Wisconsin, effective March 16, 1992.

STATED SUPPLY RELATIONSHIPS

ACTIONS:

20. The Reverend Marie Reed was approved to serve as the Stated Supply, 3/4 time, of the Yanceyville Presbyterian Church for one year as of March 1, 1992.

21. The Reverend Jann B. Flagg was approved to continue as the Stated Supply, 1/4 time, of the Cleveland Presbyterian Church for six months beginning February 23, 1992.

22. The Reverend Susan Fricks was approved to continue as Stated Supply of the Trinity, Elon College Presbyterian Church through September 16, 1992.

CHANGES IN TERMS OF CALL/LISTING OF MINISTERS & THEIR POSITIONS

ACTION:

23. The Changes in Terms of Call were approved (Appendix D, pp. 103-106.)

24. The Listing of Ministers/Positions was approved (Appendix E, pp. 107-110.)

REQUEST FOR RETIREMENT SERVICE

ACTION:

25. A service of retirement was held at the April 28, 1992, meeting of Presbytery for The Reverend Stanley M. Voth and The Reverend William D. Varker.

ACTION:

26. The pastoral relationship between the Reverend Karen Pearson and Allen Temple Presbyterian Church was dissolved effective April 5, 1992.

ACTION:

27. The following salary change for the Reverend William Wrenn, pastor of Brentood Presbyterian Church, was approved:

Salary from $20,000 to $20,120
Housing Allowance - $6,000

CHURCH DEVELOPMENT COMMITTEE
Bill Hylton, Moderator
April 1, 1992

CHURCH REDEVELOPMENT:

Cameron Presbyterian Church:
Construction of the new church building has been delayed and efforts are underway to bring about its completion as soon as possible.

Memorial Presbyterian Church, Greensboro:
Proposals for building addition have been received and discussions are underway in regard to financing the project.

Second Presbyterian Church, Salisbury:
Our committee has approved a contract with John Wilkerson, consultant, for a study of the potential growth and possible redevelopment of the church.

Brentwood/Randolph:
Negotiations for a possible merger of the two churches and relocation to a new site are continuing.

NEW CHURCH DEVELOPMENT:

First Korean, Greensboro:

The NC Department of Transportation has announced the corridor for Painter Boulevard in Greensboro and it will not affect the proposed site previously approved for purchase. Approval for installation of a septic tank has been requested and completion of the land purchase is expected to take place as soon as all conditions have been approved.

Northwest Guilford County, Oak Ridge Area:

The Steering Committee, appointed at the October, 1991 Presbytery meeting, has chosen a potential site for the proposed new church. The site, approximately 6.5 acres, is located on NC Highway 150, approximately one (1) mile East of NC Highway 68 and the Oak Ridge Military Academy, (see maps). Street frontage is approximately 385 feet. The front portion of the site, near the street, is a low knoll, above street level. There are three permanent buildings and one mobile home located on the site. The largest building, 34 feet by 70 feet, 2,380 square feet, is a clear span metal frame building with insulated metal walls and roof, concrete floor, overhead gas heating unit, air conditioning unit with ducts, one commode that is not connected to an approved septic system, two partitioned rooms, and three overhead doors. The Steering Committee proposes renovation of this structure for use as a fellowship hall and worship area. A second structure, 16 feet by 90 feet, 1,440 square feet, has vinyl siding and is divided into three areas - a finished office area, 16' x 24'; a storage area, 16' x 50' with unpainted sheetrock walls and ceiling; and a tack room, 16' x 16'. An open shed with metal roof extends along the back side of this second building. A double carport is located next to the mobile home. A well provides water to the mobile home and the proposed fellowship hall. The septic tank serving the mobile home is considered too small to serve a new church structure.

A contract to purchase the approximately 6.5 acres and the improvements thereon has been obtained, at a price of $205,000.00, subject to the following conditions,

1. Approval by Guilford County Health Dept. for septic tank for proposed church buildings.
2. Approval by Salem Presbytery at its April 28, 1992 meeting.

The Steering Committee's recommendation to purchase the approximately 6.5 acres is endorsed by the Church Development Committee and Presbytery Council.

ACTION:

28. Salem Presbytery approved the purchase of 2620 Oak Ridge Road, Guilford County, Greensboro, NC; a tract of approximately 6.5 acres and the improvements thereon, at a price of $205,000.00.

    (The purchase money would come from designated Church Development funds, $100,00.00 of which was donated by First Presbyterian Church of Greensboro, NC.)

PERSONNEL COMMITTEE

Rosa Yourse, Moderator

Associate Search

Your Committee is busy gearing up for the search for an Associate precipitated by Carter Shelley's resignation. We are in the process of advertising for the position across the church. The deadline for applications is May 20, 1992. It is our hope to present a nominee to the next meeting of Salem Presbytery on July 18, 1992.

Triennial Review of Willie Garvin

The triennial evaluation of Elder Willie D. Garvin, Presbytery Associate for Business Affairs/Treasurer, Salem Presbytery, was conducted by the Personnel Committee on April 1, 1992.

To gather information for the assessment, the Committee sent evaluation forms in the Sampler to Pastors, Educators, and Sessions within the Presbytery to get a broad sampling of responses. Additional forms were sent to individuals suggested by Ms. Garvin.

The review was based on information received from 31 respondents who have known Ms. Garvin for a period ranging from 2 to 25 years under a variety of circumstances (i.e. friend, fellow presbytery worker, committee moderator, church treasurers, pastors, educators). Additional insights were derived from members of the Personnel Committee, other Presbytery Staff, and Ms. Garvin's self appraisal.

Responses were varied and candid:

- In the category of Self-understanding - of those who responded, 96% rated her either Outstanding or Good.
- In the category of Motivation - of those who responded, 90% rated her either Outstanding or Good.
- In the category of Emotional Strength - of those who responded, 87% rated her either Outstanding or Good.
- In the category of Adaptability in Diverse Racial/Cultural Situations - of those who responded, 95% rated her either Outstanding or Good.
- In the category of Interpersonal Relationships - of those who responded 85% rated her either Outstanding or Good.
- In the category of Leadership - of those who responded, 70% rated her Outstanding or Good (another 20% rated her satisfactory).
- In the category of Skill - of those who responded, 95% rated her either Outstanding or Good.

A sampling of the overwhelmingly positive majority of the comments expressed included:

- enjoy her great spirit and greatly appreciate her ability
- knowledgeable in her position
- I am constantly impressed with Willie's combination of warmth and professionalism
- seems to thrive on a challenge
- very personable and unruffled!
- welcomes constructive criticism as an avenue of growth
- very adaptable
- listens well
- has ability to be succinct and "on target"
- leads by being a competent role model

- very prompt and keeps us on track financially

- we are truly blessed to have her on staff!

Her quiet competence and personal warmth, ability to adapt, and willingness to share both her knowledge and Christian commitment seem to summarize the respondents' comments.

There were those who felt that felt Ms. Garvin could take more initiative as a leader and be more direct in articulating Salem's mission. One responder suggested that some improvement in communication skills and being more assertive in sharing her own stories and giving more concrete examples would be helpful.

The Personnel Committee believes Salem is indeed fortunate to have Willie Garvin on our staff. Our finances and our faith are in competent, caring hands!

ACTIONS:

29. Ms. Willie Garvin was elected to an additional three-year term as Presbytery Associate for Business Affairs/Treasurer commencing May 15, 1992, and continuing through May 14, 1995.

30. Salem Presbytery commended Ms. Garvin for her work over the past three years, and a prayer of thanksgiving and intercession was offered for her at an appropriate time during the meeting.

Annual Review of the Reverend Catherine Reed

The annual performance review of the Reverend Katy Reed, Hunger Action Enabler, was conducted by the Personnel Committee on April 1, 1992.

The review was based on information obtained from sixteen selected individuals in Salem Presbytery with specific knowledge of the Reverend Reed's work, insights of members of the Personnel Committee, staff and from Reverend Reed's self-evaluation.

A sample of the thoroughly positive responses provided were candid and varied:

- she "carries the banner" for her program high and proud

- good "bridge" between old and new

- Katy's faith is central to everything she does

- a positive force

- promotes increased awareness of hunger issues/needs

- provides honest and accurate information

- very positive: loving, caring, dedicated facilitator of forward movement

- good for Salem!

Some respondents noted that management of time and ability to set firm priorities for her work would help her better organize the "global" scope of her work. Concern was expressed for her self-care suggesting that she not take on so many projects. Punctuality and timeliness were noted as areas of concern.

The Personnel Committee is thankful for the assessments offered and deeply appreciative of the spirit in which both commendations and constructive criticisms were offered. We believe that Ms. Reed embodies in a unique way the

concern Salem has for the hungry of this world. Her deep faith and Christian commitment is seen in everything she does! We greatly appreciate her realistic self-appraisal which anticipated the needs for improvement stated above.

Katy Reed "is our heart" as one responder stated. Her unique style gives heart both to the hungry and to our resolve that one tomorrow soon hunger will be a problem solved!

We believe Salem is blessed to have Katy Reed as our Hunger Action Enabler.

ACTION:

31. The Reverend Catherine ("Katy") Reed was commended for her job performance for the past year, and a prayer of thanksgiving and intercession was offered for her at an appropriate time during the meeting.

COMMITTEE ON PREPARATION FOR MINISTRY
David Daniel, Moderator

The Committee On Preparation for Ministry has given the following grants to the Inquirers and Candidates of the Presbytery, in accordance with the expense, income formula approved by the Presbytery:

Fred Beck	$1,062.24
Frank Boyd	966.17
Kathy Carpenter	521.51
Calvin Crump	1,910.38
Juan Guthrie	1,056.75
Elizabeth Inman	823.44
Rob Spach	351.33
Brian Stewart	411.72
Ben Trawick	896.45
TOTAL	$8,000.00

ACTIONS:

32. Ty Saltzgiver of First Presbyterian Church, Winston-Salem was terminated as an Inquirer at his request, in accordance with G-14.0312.

33. Juan Guthrie of St. James Presbyterian Church was enrolled as an Inquirer in accordance with G-14.0303e.

34. Ruth Lenger of Forest Hills Presbyterian Church was enrolled as an Inquirer in accordance with G-14.0303e.

35. Katherine Carpenter of New Creation Presbyterian Church was received as a Candidate in accordance with G-14.0305d.

36. Ron Nelson of First Presbyterian Church, Mooresville, was received as a Candidate in accordance with G-14.0305d.

37. Ben Trawick of Parkway Presbyterian Church was received as a Candidate in accordance with G-14.0305d.

EVANGELISM COMMITTEE
Linda Thurston, Moderator

ACTION:

38. Salem Presbytery adopted the Commitment to Evangelism.

NOMINATIONS COMMITTEE
Malcolm Bullock, Moderator

ACTION:

39. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

Communications

Class of '94
Kenneth Croft - First (High Point)

Criminal Justice

Class of '94
Peter Van Story - First (Greensboro)

Hunger

Class of '92
Louise Grose - Yadkinville

Committee on Ministry

Class '92
Tom Lane - UNCG, replaces Esther Preston

Class of '94
Rick Wurst - Stony Creek, replaces Bill Ducker

Preparation for Ministry

Class of '94
Annie Bates - Trinity (Salisbury)

Social Justice

Class of '93
P. W. Scott - Hawfields

Spiritual Formation

Class of '94
Lela Faye Rich - First (Burlington)

ACTION:

40. The following persons were elected as Commissioners to the 1992 Synod of the Mid-Atlantic meeting:

Elder Principals

Margaret Marks, Calvary
D. J. Walker, First (Burlington)
Mack Dagenhart, First (Winston-Salem)
David Smith, Hawfields
Willard Hobbs, First (Greensboro)
Spencer Thomason, Franklin
Jane Marrow, Franklin
Claude Graves, Second (Lexington)
Lillisteen Harris, Mt. Tabor
Dorothy Mintz, Logan
Nancy Spann, First (Boone)
Herman Allen, First (Eden)

Elder Alternates

Ralph Webster, Hawfields
John Edwards, First (Greensboro)
Donese Hill, Second (Lexington)

Minister Principals

Kellie Weekley, Lansing
Paul Ridolfi, First (Mt. Airy)
Bill Black, Pine Ridge/Hills
James Henderson, Calvary
Chris Zorn, John Calvin
Bill Weckerly, Graham
Fred Horner, First (Greensboro)
Roger Marrow, V.A. Hospital
Jim Mitcham, Shady Side
Pat Stewart, First Christian
Molly Morgan, First (Reidsville)
Jesse Bledsoe, First (Pilot Mountain)

Minister Alternates

Lisa Mullen, First (High Point)
Russ Ritchel, First (Winston-Salem)
Sam Stevenson, Grace
Bob Lee, Faith
Charlie Williams, First (Burlington)

Principal Youth Advisory Delegates

Amy Garrison, Highland
Teriyaki Garner, Cameron

Alternate Youth Advisory Delegate

Connie Johnson, Trinity (Salisbury)

ACTION:

41. The following were nominated to the Synod for:

Synod Global and Ecumenical Ministries

Rev. Bob Yoder, Bethesda (Statesville)

Synod Council

Lois Price, First (Winston-Salem)

Synod Nominations

Sara Frances Thompson, Highland

REPORT OF THE STATED CLERK

1. Edward Webb Church

The Edward Webb Church, at a congregational meeting January 26, 1992, requested a waiver from the requirements of G-14.0201a. requiring limited terms of service for deacons and elders. The request is based on G-14.0202a.(3) which allows the Presbytery by a majority vote to allow such an excmption for up to three years.

The Edward Webb Church lists sixteen members including several aged and/or in poor health. The Reverend Katy Reed is Stated Supply part-time. This seems to qualify the exemption as the Book of Order states, "...it is impossible because of limited membership to provide for the rotation of terms..."

ACTION:

42. The Edward Webb Church was granted a waiver of the requirements of Book of Order, G-14.0201.a., for three years ending April 28, 1995.

2. Disciplinary Committee

In the Rules of Discipline of the Book of Order, D-7.0200 2.b, it states: "An inquiry shall be made by a special disciplinary committee designated by the governing body for that purpose, as provided in D-7.0800, to determine whether charges should be filed." When an accusation is brought to the Stated Clerk between meetings of Presbytery more than three months may elapse before such an investigation committee can be appointed.

When a request for a special disciplinary committee has come at a meeting of Salem Presbytery, our custom has been to empower the Moderator of Presbytery to appoint the needed group and report back to the next meeting the names of its members. A special disciplinary committee has the limited power to investigate the allegation(s) and determine whether charge(s) should be filed.

The following action is an attempt to facilitate what is usually a long, extended process, by allowing the Moderator, at the Stated Clerk's request. to appoint such a committee when allegations have been received. The Clerk has no authority to judge the validity of such allegations.

ACTION:

43. Salem Presbytery authorized its Moderator, at the request of its Stated Clerk, to appoint a special disciplinary committee (Rules of Discipline, Chapter 7) when an allegation(s) has been received, and to report the names of those appointed to the next meeting of Presbytery.

STANDING COMMITTEES

RESOLUTIONS COMMITTEE

Rick Wurst and Ida McCaskill presented and Presbytery adopted the following resolution.

ACTION:

44. Presbytery approved the following resolution and included it as a part of the Minutes of this Fourteenth Stated Meeting of Salem Presbytery.

RESOLUTION OF THANKS

Whereas, on April 28, 1992, we traveled to Hawfields Presbyterian Church and were welcomed by a beautiful day, a hot-air balloon, and smiling greeters in "Celebrate" T-shirts; and,

Whereas, the members of Hawfields Church did everything possible to make this Presbytery meeting comfortable by providing a delightful midday repast, soft cushions in the pews, and clean globes on the sanctuary chandelier; and,

Whereas, we were able to say, "Farewell", to Carter Shelley, not "Goodbye", "That's just it, why don't we?" to the Bicentennial Fund, and "Amen" to the many enthralling and confronting speakers who gave us good reason to appreciate the soft cushions; and,

Whereas, we celebrated the beginnings and endings of ministry, and received the Communion of the Lord's Supper deep in our hearts and souls and thereby proclaimed our community interdependence; and,

Therefore, be it resolved, that those in attendance of the Fourteenth Stated Meeting of Salem Presbytery offer thanks to God, to Rudy Boone for his leadership, and Hawfields Presbyterian Church for the wonderful day.

ADJOURNMENT AND BENEDICTION

There being no further business, the Fourteenth Stated Meeting of Salem Presbytery was adjourned at 4:42 p.m. with prayer by the Moderator.

Attested:

John M. Handley

John M. Handley

APPENDIX A

SALEM PRESBYTERY
FOURTEENTH STATED MEETING
HAWFIELDS PRESBYTERIAN CHURCH
MEBANE, NORTH CAROLINA

DOCKET

April 28, 1992

***Denotes Order of the Day**

*** 9:00 a.m.**	CALL TO ORDER, HYMN, and PRAYER (1 min.)	*Rudy Boone*
	Sermon by Candidate for Ordination (18 min.) Michael Poulos - AoP, First (Greensboro)	
	ORGANIZATION OF PRESBYTERY (20 min.) Declaration of Quorum Adoption of Docket Welcome Introductions Ecumenical Visitor: *Ms. Mary Ruth, Executive Director* *Allied Churches of Alamance County* Communications Appointment of Standing Committees	*Rudy Boone*
	OMNIBUS MOTION (1 min.)	*Neel Fleming*
	COUNCIL (5 min.)	*Neel Fleming*
	OUTDOOR MINISTRIES DIVISION THEME PRESENTATION (51 min.) Mr. Donald Howie, Moderator	*Donald Howie* *Paul Ransford*
	TELLIT (Professional Support Sub-Com. of CoM, Introduction of Jane Miller, incoming Moderator of Salem's Presbyterian Women)	(2 min.)
	REFLECTIONS ON SALEM PRESBYTERY (15 min.)	*Carter Shelley*
***10:53 a.m.**	ECUMENICAL RELATIONS (20 min.) Speaker: *The Rev. Collins Kilburn* *North Carolina Council of Churches*	*R. O. Freeman*
***11:13 a.m.**	WORSHIP AND COMMUNION (60 min.) Preacher: *The Rev. Lewis Bledsoe* *Steele Creek Church, Charlotte*	
***12:13 p.m.**	RECOGNITION OF PRESBYTERY (15 min.) LEADERSHIP	*Suzanne Thomasson*
***12:30 p.m.**	LUNCH	
*** 1:30 p.m.**	PRAYERS OF INTERCESSION AND DEDICATION OF PENNIES/2 CENTS-A-MEAL OFFERING	*Katy Reed* (3 min.)
	CLEMMONS CHURCH/SALEM PRESBYTERY JOINT BUILDING PROJECT (15 min.)	*Neel Fleming*
	SERVICE OF HONORABLE RETIREMENT (10 min.) The Rev. Bill Varker The Rev. Stan Voth	*Bill Cleveland* *Hank Keating*

BICENTENNIAL KICKOFF (10 min.)

* 2:08 p.m. SOCIAL JUSTICE (20 min.) *David Partington*
Speaker: *Phil Jamison* AIDS

AMENDMENTS TO THE CONSTITUTION (15 min.) Chris East

TELLIT (Hunger Committee: Farmer's Market, (5 min.)
Small Church Support Committee)

EXAMINATIONS COMMITTEE (15 min.) *Woody Alexander*
K. Moser Misenheimer, retired
Leighton Culler, Interim, Westminster (Greensboro)
Michael Poulos, Ordinand, AoP, First (Greensboro)

COMMITTEE ON MINISTRY (10 min.) *Laura Spangler*

CHURCH DEVELOPMENT COMMITTEE (15 min.) *Bill Hylton*

PERSONNEL COMMITTEE (10 min.) *Rosa Yourse*

PREPARATION FOR MINISTRY (15 min.) *David Daniel*
Katherine Carpenter, New Creation Community
Ron Nelson, First (Mooresville)
Ben Trawick, Parkway

EVANGELISM COMMITTEE (10 min.) *Linda Thurston*

NOMINATIONS COMMITTEE (5 min.) *Malcolm Bullock*

STATED CLERK'S REPORT (3 min.)

RESOLUTIONS COMMITTEE (3 min.)

* 4:05 p.m. ADJOURNMENT (1 min.)

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
April 28, 1992

A. Supporting information on minister changes:

1. To other presbyteries

: Stephen A. Shive to First Church (Green Bay), Wisconsin, Pastor, Winnebago Presbytery

2. From other presbyteries

: K. Moser Misenheimer - retired - from East Tennessee Presbytery
- Receive pending receipt of Certificate of Dismission

: Leighton Culler - member-at-large and Interim Supply at Westminster Church
- Certificate of Dismission from Presbytery of Charlotte

: Michael Puolos - Candidate for Ordination, called to First Church (Greensboro) as Associate Pastor from Greater Atlanta Presbytery
- Receive pending Certificate of Dismission
- Call Forms
- Ordination/Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Robert E. Cleveland, II as Pastor at Pittsboro Church

2. David L. Henry as pastor at Vandalia Church

3. William Metzel as pastor at Collinstown and Francisco Churches

Reference: Committee on Ministry

C. Applications to Become Candidates for the Office of Minister of the Word

1. Ron E. Nelson of First Church (Mooresville)

2. Francis C. Boyd of First Church (Asheboro)

3. Ben Trawick of Parkway Church pending documentation

Reference: Preparation for Ministry

D. Permission to Labor within Salem Presbytery

1. George Wright - retired member of Pittsburgh Presbytery

2. Sue Fricks - member of New Hope Presbytery serving as Stated Supply at Trinity (Elon College)

Reference: Committee on Ministry

E. Request for Exemption from Class Rotation (G-14.0202.a[3]) from Edward Webb Church.

Reference: Stated Clerk

F. Letter from New Hope Presbytery regarding Rev. Robert Cleveland's transfer to Salem Presbytery.

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

INSTALLATION OF ROBERT E. CLEVELAND, II AS PASTOR OF THE PITTSBORO PRESBYTERIAN CHURCH

The Commission appointed by Salem Presbytery to install Robert E. Cleveland, II as Pastor of Pittsboro Presbyterian Church, met at the Pittsboro Church on March 8, 1992, at 3:30 p.m. The meeting was called to order by Laura Spangler. The prayer was offered by Fran Olson. The following members were present: Ministers Laura Spangler, Fran Olson, Bill Weckerly; Elders Bill Browder, D. J. Walker, and Lochlyn Wiley. Laura Spangler was elected Moderator and D. J. Walker, Clerk of the Commission. Guest ministers Alexander McGeachy and Jim Watkins of New Hope Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Alexander McGeachy preached the sermon using as his text Matthew 16:13-23 and his topic, "Whose Church Is This?" Laura Spangler propounded the constitutional questions to the minister. Bill Browder propounded the constitutional questions to the congregation. Fran Olson offered the prayer of installation. Robert E. Cleveland, II was declared duly installed as Pastor of Pittsboro Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Jim Watkins charged the pastor, and D. J. Walker charged the congregation.

Robert E. Cleveland, II, the newly installed pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Robert E. Cleveland, II.

INSTALLATION OF DAVID LEE HENRY AS PASTOR OF THE VANDALIA PRESBYTERIAN CHURCH

The Commission appointed by Salem Presbytery to install David L. Henry as pastor of Vandalia Presbyterian Church, met at the Vandalia Church on February 2, 1992, at 2:15 p.m. The meeting was called to order by Jim Rissmiller, and he offered the opening prayer. The following members were present: Ministers Jim Rissmiller, Carter Shelley, Ivan Lowery, Dennis Sebesan, Malcolm Bullock; Elders Lois Bohnsack, Phyllis Chambers, and Sam Correll. Jim Rissmiller was elected Moderator and Malcolm Bullock, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Ivan Lowery preached the sermon using as his text, Deuteronomy 31:8 and his topic, "God Goes Before You". Jim Rissmiller propounded the constitutional questions to the minister, and Lois Bohnsack propounded the constitutional questions to the congregation. Dennis Sebesan offered the prayer of installation. David L. Henry was declared duly installed as pastor of Vandalia Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Dennis Sebesan charged the pastor, and Lois Bohnsack charged the congregation.

David L. Henry, the newly installed pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Carter Shelley

INSTALLATION OF WILLIAM SIMS METZEL
AS PASTOR OF THE FRANCISCO AND COLLINSTOWN PRESBYTERIAN CHURCHES

The Commission appointed by Salem Presbytery to install William S. Metzel as Pastor of the Francisco and Collinstown Presbyterian Churches, met at the Francisco Church on February 16, 1992, at 3:30 p.m. The meeting was called to order by Carter Shelley. The prayer was offered by Jesse Bledsoe. The following members were present: Ministers A. Carter Shelley, Charles McKee, Jesse Bledsoe; Elders Perry Snipes, Barbara Classen, Thomas Holt, and Thadia George. Jesse Bledsoe was elected Moderator and Carter Shelley, Clerk of the Commission. Guest minister William E. Phipps of Shenandoah Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregations in a worship service at 3:30 p.m., the Moderator presiding. Charles McKee preached the sermon using as his text Psalm 37:3-6 and Mark 1:14-15, and his topic, "Good News! Good Advice!" Carter Shelley propounded the constitutional questions to the minister. Thadia George propounded the constitutional questions to the congregation. Carter Shelley offered the prayer of installation. William Metzel was declared duly installed as pastor of the Francisco and Collinstown Presbyterian Churches according to the Constitution of the Presbyterian Church (U.S.A.). William E. Phipps charged the Pastor, and Perry Snipes charged the congregation.

William S. Metzel, the newly installed pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Jesse Bledsoe.

CHANGES IN TERMS OF CALL — DATE: 04-09-1992 — PAGE: 1

NAME: George Alexander, Jr. — CHURCH: Centre — LOCATION: Mt. Mourne

24188.00	Salary	11135.00 Pension/Medical
3186.00	Social Security	788.00 Continuing Ed.
0.00	Housing All.	3500.00 Auto. Expense
0.00	Fur. & Util. Allow.	0.00
MANSE	(3,500) Tax Des.	4 weeks Vacation
0.00		2 weeks Study Leave
0.00		
27374.00	Total Compensation	42797.00 Total Cost To Church

NAME: Michael Askew — CHURCH: Reid Memorial — LOCATION: Mooresville

16500.00	Salary	6235.00 Pension/Medical
1665.07	Social Security	725.00 Continuing Ed.
5449.79	Housing All.	2600.00 Auto. Expense
0.00	Fur. & Util. Allow.	0.00
	In Housing Tax Des.	4 weeks Vacation
0.00		2 weeks Study Leave
0.00		
23615.76	Total Compensation	33175.76 Total Cost To Church

NAME: William Black — CHURCH: Pine Ridge - yoked — LOCATION: Pilot Mountain

10950.22	Salary	3777.50 Pension/Medical
1064.28	Social Security	375.00 Continuing Ed.
2962.00	Housing All.	1450.00 Auto. Expense
	Fur. & Util. Allow.	0.00
	Tax Des.	4 weeks Vacation
0.00		2 weeks Study Leave
0.00		
14976.50	Total Compensation	20579.00 Total Cost To Church

NAME: William Black — CHURCH: Mills — LOCATION: Pilot Mountain-yoked

9120.21	Salary	3777.50 Pension/Medical
924.29	Social Security	375.00 Continuing Ed.
2962.00	Housing All.	1450.00 Auto. Expense
	Fur. & Util. Allow.	
	Tax Des.	4 weeks Vacation
		2 weeks Study Leave
13006.50	Total Compensation	18609.00 Total Cost To Church

NAME: Jesse Bledsoe — CHURCH: First — LOCATION: Pilot Mountain

24712.00	Salary	8533.00 Pension/Medical
1891.00	Social Security	750.00 Continuing Ed.
	Housing All.	2250.00 Auto. Expense
	Fur. & Util. Allow.	
MANSE	(5,000) Tax Des.	4 weeks Vacation
		2 weeks Study Leave
26603.00	Total Compensation	38136.00 Total Cost To Church

CHANGES IN TERMS OF CALL — DATE: 04-09-1992 — PAGE: 2

NAME: Linda Blessing — CHURCH: Flat Rock — LOCATION: Mt. Airy

17500.00	Salary	6235.00 Pension/Medical
1641.00	Social Security	550.00 Continuing Ed.
0.00	Housing All.	2600.00 Auto. Expense
0.00	Fur. & Util. Allow.	0.00
MANSE	(2165.00) Tax Des.	4 weeks Vacation
0.00		2 weeks Study Leave
0.00		
19141.00	Total Compensation	28526.00 Total Cost To Church

NAME: Warren Brannon — CHURCH: Shiloh — LOCATION: Burlington

13728.00	Salary	7210.00 Pension/Medical
0.00	Social Security	0.00 Continuing Ed.
13728.00	Housing All.	3500.00 Auto. Expense
0.00	Fur. & Util. Allow.	300.00 Prof. Expense
	Tax Des.	4 weeks Vacation
0.00		2 weeks Study Leave
0.00		
27456.00	Total Compensation	38466.00 Total Cost To Church

NAME: David Daniel — CHURCH: Bixby — LOCATION: Advance

21804.01	Salary	8414.32 Pension/Medical
2168.40	Social Security	750.00 Continuing Ed.
0.00	Housing All.	2600.00 Auto. Expense
0.00	Fur. & Util. Allow.	0.00
MANSE	Tax Des.	4 weeks Vacation
0.00		2 weeks Study Leave
0.00		
23972.41	Total Compensation	35736.73 Total Cost To Church

NAME: Steven Dyer — CHURCH: Graham — LOCATION: Graham

13741.00	Salary	6650.00 Pension/Medical
1820.00	Social Security	500.00 Continuing Ed.
10000.00	Housing All.	2250.00 Auto. Expense
0.00	Fur. & Util. Allow.	0.00
	In Housing Tax Des.	4 weeks Vacation
0.00		2 weeks Study Leave
0.00		
25561.00	Total Compensation	34961.00 Total Cost To Church

CHANGES IN TERMS OF CALL — DATE: 04-09-1992 — PAGE: 3

NAME: Stewart Ellis — CHURCH: Trinity — LOCATION: Winston-Salem

18500.00	Salary		8255.00	Pension/Medical
1875.00	Social Security		700.00	Continuing Ed.
	Housing All.		3000.00	Auto. Expense
	Fur. & Util. Allow.			
MANSE	Tax Des.		4 weeks	Vacation
			2 weeks	Study Leave
20375.00	Total Compensation		32330.00	Total Cost To Church

NAME: McLean Faw — CHURCH: Memorial — LOCATION: Greensboro

18582.00	Salary		7493.67	Pension/Medical
1972.32	Social Security		500.00	Continuing Ed.
	Housing All.		1320.00	Auto. Expense
	Fur. & Util. Allow.			
MANSE/Util.	Tax Des.		4 weeks	Vacation
			2 weeks	Study Leave
20554.32	Total Compensation		29867.99	Total Cost To Church

NAME: Dusty Fiedler — CHURCH: Clemmons - 2/3 time — LOCATION: Clemmons

13000.00	Salary		5798.50	Pension/Medical
1526.00	Social Security		750.00	Continuing Ed.
6950.00	Housing All.		1000.00	Auto. Expense
	Fur. & Util. Allow.			
	Tax Des.		4 weeks	Vacation
			2 weeks	Study Leave
21476.00	Total Compensation		29024.50	Total Cost To Church

NAME: Robert Fiedler — CHURCH: Clemmons - 2/3 time — LOCATION: Clemmons

13000.00	Salary		5798.50	Pension/Medical
1526.00	Social Security		750.00	Continuing Ed.
6950.00	Housing All.		1000.00	Auto. Expense
	Fur. & Util. Allow.			
	Tax Des.		4 weeks	Vacation
			2 weeks	Study Leave
21476.00	Total Compensation		29024.50	Total Cost To Church

NAME: Harold Fuller — CHURCH: Parkway — LOCATION: Winston-Salem

26653.00	Salary		11363.00	Pension/Medical
2431.00	Social Security		1550.00	Continuing Ed.
13000.00	Housing All.		3214.00	Auto. Expense
	Fur. & Util. Allow.			
	(2665.30) Tax Des.			Vacation
				Study Leave
42084.00	Total Compensation		58211.00	Total Cost To Church

CHANGES IN TERMS OF CALL — DATE: 04-09-1992 — PAGE: 4

NAME: Sherron George — CHURCH: Missionary — LOCATION: Brazil

24990.72	Salary		6747.49	Pension/Medical
	Social Security			Continuing Ed.
	Housing All.			Auto. Expense
	Fur. & Util. Allow.			
HOUSING	Tax Des.			Vacation
	housing all. in sal.			Study Leave
24990.72	Total Compensation		31738.21	Total Cost To Church

NAME: Lucius Gray — CHURCH: Alamance — LOCATION: Greensboro

34375.00	Salary		14037.00	Pension/Medical
3617.00	Social Security		1150.00	Continuing Ed.
	Housing All.		2000.00	Auto. Expense
	Fur. & Util. Allow.			
MANSE	(1500.00) Tax Des.		4 weeks	Vacation
2000.00	Equity Allowance		2 weeks	Study Leave
39992.00	Total Compensation		57179.00	Total Cost To Church

NAME: William Hayes — CHURCH: Wentworth - yoked — LOCATION: Wentworth

11760.00	Salary		4443.53	Pension/Medical
1169.53	Social Security		250.00	Continuing Ed.
	Housing All.		1800.00	Auto. Expense
	Fur. & Util. Allow.			
MANSE	(3528.00) Tax Des.		4 weeks	Vacation
			2 weeks	Study Leave
12929.53	Total Compensation		19423.06	Total Cost To Church

NAME: William Hayes — CHURCH: Smyrna - yoked — LOCATION: Reidsville

9000.00	Salary		3400.66	Pension/Medical
895.05	Social Security		250.00	Continuing Ed.
	Housing All.		2900.00	Auto. Expense
	Fur. & Util. Allow.			
MANSE	(2700.00) Tax Des.		4 weeks	Vacation
			2 weeks	Study Leave
9895.05	Total Compensation		16445.71	Total Cost To Church

NAME: Cynthia Higgins — CHURCH: Starmount - assoc. — LOCATION: Greensboro

17254.00	Salary		9465.00	Pension/Medical
	Social Security		500.00	Continuing Ed.
17802.00	Housing All.		1446.00	Auto. Expense
	Fur. & Util. Allow.			
	Tax Des.		4 weeks	Vacation
			2 weeks	Study Leave
35056.00	Total Compensation		46467.00	Total Cost To Church

NAME: Stephen Hundley CHURCH: Prospect LOCATION: Mooresville

26223.00	Salary	10120.00	Pension/Medical
2608.00	Social Security	750.00	Continuing Ed.
	Housing All.	2600.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
28831.00	Total Compensation	42301.00	Total Cost To Church

NAME: Ann Jahnes CHURCH: Yadkinville-1/2 time LOCATION: Yadkinville

13325.00	Salary	3300.00	Pension/Medical
1019.00	Social Security	550.00	Continuing Ed.
	Housing All.	1320.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 Weeks	Vacation
		2 Weeks	Study Leave
14344.00	Total Compensation	19514.00	Total Cost To Church

NAME: Phyllis Kort CHURCH: First LOCATION: Burlington

19018.00	Salary	8558.00	Pension/Medical
	Social Security	500.00	Continuing Ed.
12678.00	Housing All.	2400.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
31696.00	Total Compensation	43154.00	Total Cost To Church

NAME: James Layman CHURCH: Starmount LOCATION: Greensboro

31050.00	Salary	14252.00	Pension/Medical
	Social Security	1000.00	Continuing Ed.
21735.00	Housing All.	3120.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
1035.00	Medical Deductible	4 weeks	Vacation
53820.00	Total Compensation	2 weeks	Study Leave
		72192.00	Total Cost To Church

NAME: Robert Matthews CHURCH: Fieldstone LOCATION: Mooresville

24895.00	Salary	9606.00	Pension/Medical
2475.00	Social Security	750.00	Continuing Ed.
	Housing All.	4000.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	(2650.00) Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27370.00	Total Compensation	41726.00	Total Cost To Church

NAME: Judson Milam CHURCH: St. Andrews LOCATION: Winston-Salem

21630.00	Salary	10369.00	Pension/Medical
5876.00	Social Security	1071.00	Continuing Ed.
10900.00	Housing All.	5154.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
38406.00	Total Compensation	55000.00	Total Cost To Church

NAME: James Miller CHURCH: Church of the Cross LOCATION: Greensboro

15450.00	Salary	8959.00	Pension/Medical
1700.00	Social Security	200.00	Continuing Ed.
3900.00	Housing All.	3365.00	Auto. Expense
	Fur. & Util. Allow.		
	(3,000) Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
21050.00	Total Compensation	33574.00	Total Cost To Church

NAME: George Murray, IV CHURCH: First LOCATION: Kernersville

9970.00	Salary	6386.00	Pension/Medical
1681.00	Social Security	550.00	Continuing Ed.
12000.00	Housing All.	2600.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
23651.00	Total Compensation	33187.00	Total Cost To Church

NAME: David Partington CHURCH: Shallowford LOCATION: Lewisville

20815.00	Salary	10953.00	Pension/Medical
1923.00	Social Security	2890.00	Continuing Ed.
0.00	Housing All.	2000.00	Auto. Expense
3000.00	Fur. & Util. Allow.	0.00	
MANSE	Tax Des.		
1200.00	Medical Allowance	4 weeks	Vacation
4265.00	Manse Equity Allow.	2 weeks	Study Leave
31203.00	Total Compensation	47046.00	Total Cost To Church

NAME: Leland Richardson CHURCH: First LOCATION: Mocksville

23400.00	Salary	11777.00	Pension/Medical
3050.00	Social Security	1227.00	Continuing Ed.
15242.00	Housing All.	2815.00	Auto. Expense
	Fur. & Util. Allow.	500.00	Book Allowance
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
41692.00	Total Compensation	58011.00	Total Cost To Church

CHANGES IN TERMS OF CALL — DATE: 04-09-1992 — PAGE: 7

NAME:		CHURCH:	LOCATION:
Paul	Ridolfi	First	Mount Airy

23155.00	Salary	11517.00	Pension/Medical
3500.00	Social Security	1100.00	Continuing Ed.
16000.00	Housing All.	3600.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
42655.00	Total Compensation	58872.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Paul	Ryoo	Korean First	Greensboro

18400.00	Salary	7400.00	Pension/Medical
	Social Security	1800.00	Continuing Ed.
9200.00	Housing All.	5100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
27600.00	Total Compensation	41900.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
First	Shetler	First	Greensboro

	Salary		Pension/Medical
	Social Security		Continuing Ed.
	Housing All.		Auto. Expense
	Fur. & Util. Allow.		
NO CHANGE	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
0.00	Total Compensation	0.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Billy	Sosebee	Second	Lexington

22660.00	Salary	8691.00	Pension/Medical
2288.00	Social Security	750.00	Continuing Ed.
7242.00	Housing All.	3040.00	Auto. Expense
	Fur. & Util. Allow.		
	(4000.00) Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
32190.00	Total Compensation	44671.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Minimum	STANDARD	Salem	Presbytery

16500.00	Salary	6235.00	Pension/Medical
1641.00	Social Security	550.00	Continuing Ed.
4950.00	Housing All.	2600.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
23091.00	Total Compensation	32476.00	Total Cost To Church

CHANGES IN TERMS OF CALL — DATE: 04-09-1992 — PAGE: 8

NAME:		CHURCH:	LOCATION:
Charles	Williams	First	Burlington

30669.00	Salary	13951.00	Pension/Medical
	Social Security	1500.00	Continuing Ed.
20447.00	Housing All.	4982.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.	4 weeks	Vacation
		2 weeks	Study Leave
51116.00	Total Compensation	71548.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Paul	Woodall, Jr.	Bethel	McLeansville

24000.00	Salary	9495.00	Pension/Medical
0.00	Social Security	550.00	Continuing Ed.
3250.00	Housing All.	2600.00	Auto. Expense
0.00	Fur. & Util. Allow.	0.00	
MANSE	Tax Des.	4 weeks	Vacation
0.00		2 weeks	Study Leave
0.00			
27250.00	Total Compensation	39895.00	Total Cost To Church

NAME:		CHURCH:	LOCATION:
Robert	Yoder	Bethesda	Statesville

21013.20	Salary	8109.14	Pension/Medical
2089.76	Social Security	750.00	Continuing Ed.
0.00	Housing All.	2600.00	Auto. Expense
0.00	Fur. & Util. Allow.	0.00	
MANSE	Tax Des.	4 weeks	Vacation
0.00		2 weeks	Study Leave
0.00			
23102.96	Total Compensation	34562.10	Total Cost To Church

SALEM PRESBYTERY MINISTERS

FIRST	MIDDLE	LASTNAME	STATUS
Wyatt		Aiken, Jr.	Active - Pastor Mebane - Mebane
Alonza	M.(Mickey)	Alexander	Retired
George	M. (Woody)	Alexander	Active - Pastor Centre - Mt. Mourne
Frank	J.	Allen	Active - Pastor Westminster - Greensboro
James	H. (Jim)	Allen	Active - Ordained in Other Wk. UNC-G - Vice Chancellor
Tom	B.	Anderson	Retired - Interim First - Reidsville
Michael		Askew	Active - Pastor Reid Memorial
Lawrence	W. (Larry)	Avent	Retired - Parish Associate First - Greensboro
Lawrence	J. (Larry)	Ayers	Retired
Thomas	B. (Tom)	Bagnal, Jr.	Retired
Jim	Henry	Banbury	Retired
Jonathan	C.	Barker	Active - Ordained in Other Wk. Presbyterian Counseling Cent.
Shawn	E.	Barkley	Active - Pastor Crestwood - High Point
John	W.	Bell	Inactive Jubilee Partners
William	J. (Bill)	Black	Active - Pastor Hills & Pine Ridge
Jesse	W. (Jess)	Bledsoe	Active - Pastor First - Pilot Mountain
Linda	L.	Blessing	Active - Pastor Flat Rock - Mt. Airy
L. Adlai		Boyd	Active - Ordained in Other Wk. Univ. of South Florida
Ernest		Bradford	Active - Ordained in Other Wk. Shaw University
Edwin	C. (Ed)	Brammer	Retired
Warren	C.	Brannon	Active - Pastor Shiloh - Burlington
John	C.	Brearley	Active - Pastor Elkin - Elkin
Charles	L	Brown	Retired
William	(Bill)	Brown	Retired
Robert	A.	Bryant	Active - Pastor Cross Roads
Malcolm	M.	Bullock	Active - Associate First - Salisbury
David	H.	Burr	Retired
Robert	E. (Bob)	Button	Active - Temporary Supply Pine Hall & Sandy Ridge
George	S.	Calhoun, Sr.	Retired
Cecil	C.	Callis	Retired - Stated Supply Mount Vernon Springs
George	C.	Carpenter	Active - Ordained in Other Wk. Medical Benevolence Foundation
Charles	R.	Carter	Active - Pastor Forest Hills - High Point
William	H. (Bill)	Chappell	Active - Stated Supply Griers and Pleasant Grove
Carole	F.	Chase	Active - Prof. of Religion Elon College

SALEM PRESBYTERY MINISTERS

FIRST	MIDDLE	LASTNAME	STATUS
Robert	R.	Childs	Member-At-Large
M. Gray		Clark	Active - Pastor Fellowship - Greensboro
Robert	E. (Bob)	Cleveland	Active - Pastor Pittsboro - Pittsboro
Mary Boyd		Click	Active - Stated Supply El Bethel
S. Jay		Click	Active - Pastor First - Eden
Charles	W.	Clubb	Active - Pastor Madison - Madison
Frederick	A. (Fred)	Coates	Active - Associate First - Mooresville
Frank	C.	Collier	Retired - Stated Supply Immanuel and Cleveland
Lewellyn	B. (L.B.)	Colquitt	Retired
Herbert	H.	Culler	Retired
Leighton		Culler	Retired - Interim Westminster - Greensboro
Kermit	W.	Dancy	Active - Pastor Mt. Jefferson - W. Jefferson
T. David		Daniel	Active - Pastor Bixby
Frank	A.	Davison	Retired
Max	Eugene	Deal	Member-At-Large - Interim
Franklin	M. (Frank)	Dew	Active - Pastor / Associate New Creation Com. / Ch. of Cov
F. Marion		Dick	Retired
James	A.	Dickens	Active - Pastor Logan
C. Wayne		Dixon	Retired
Susan	Mary (F)	Dobyns	Active - Ordained in Other Wk. Baptist Hos. Pstrl. Care. Dep.
Barbara	E.	Dua	Active - Associate First - Greensboro
Carl	W.	Dumford	Active - Pastor Taylorsville - Taylorsville
Steven	W. (Steve)	Dyer	Active - Associate Graham - Graham
Christopher	F. (Chris)	East	Active - Pastor Buffalo - Greensboro
John	E.	Ellason	Active - Pastor Piedmont
Stewart	E.	Ellis	Active -Pastor/Campus Minister Trinity - Winston-Salem
Robert	C. (Rob)	Evans, III	Active - Pastor N. Wilkesboro - N. Wilkesboro
Carlton	A. G.	Eversley	Active - Pastor Deliabrook - Winston-Salem
T. McLean		Faw, Jr.	Active - Pastor Memorial - Greensboro
Dusty	K.	Fiedler	Active - Co-Pastor Clemmons - Clemmons
Robert	A. (Bob)	Fiedler	Active - Co-Pastor Clemmons - Clemmons
Roscoe	B.	Fisher	Retired
Charles	G.	Fitzpatrick	Retired
Jann	Briscoe	Flagg	Active - Stated Supply Cleveland and Immanuel

SALEM PRESBYTERY MINISTERS

FIRST	MIDDLE	LASTNAME	STATUS
Joseph	W. (Joe)	Flore	Retired
Robert	L. (Bob)	Forbis	Retired
William	H. (Bob)	Foster	Retired - Stated Supply First - Whitewright
Milton	M. (Mac)	Foust	Retired - Stated Supply Randolph - High Point
James	T. (Jim)	Frazier	Active - Pastor Sparta - Sparta
Elijah		Freeman	Active - Pastor St. Paul - High Point
Larry	Wayne	Fresmen	Active - Ordained in Other Wk. The Cup of Water - Statesville
Robert	O. (Bob)	Freeman	Active - Pastor Second - Salisbury
Samuel	R. (Sam)	Fudge	Retired
Harold	E.	Fuller	Active - Pastor Parkway - Winston-Salem
Joseph	M. (Joe)	Garrison	Retired - Parish Associate First - Greensboro
Philip	R.	Gehman	Active - Ordained in Other Wk. Columbia Seminary
Sherron	K.	George	Active - Missionary Presbyterian Church (U.S.A.)
Reagan	P.	Gibbs	Active - Temporary Supply Harmony - Harmony
Carter	B.	Gillespie	Active - Ordained in Other Wk. Counselor
Scott	C.	Girard	Active - Interim Unity
Robert	J.	Goforth	Active - Pastor Cooleemee - Cooleemee
Jamee	H. (Jimmy)	Grant	Active - Pastor First - Lexington
Lucius	A.	Grey	Active - Pastor Alamance - Greensboro
Hswon	(Hep)	Hen	Active - Associate Executive Salem Presbytery
John	M.	Handley	Active - General Presbyter Salem Presbytery
Stimp	J.Stimpson	Hawkins	Retired Hospice - W-S
William	C. (Bill)	Heyes	Active - Pastor Smyrna & Wentworth
Dewitt	F.	Helm	Retired
James	H.	Henderson	Active - Pastor Calvary - Statesville
David	L. (Dave)	Henry	Active - Pastor Vandalia - Greensboro
Robert	W. (Bob)	Herron	Active - Ordained in Other Wk. Presbyterian Counseling Center
Everett	A. (Gus)	Hewlett	Retired
Cynthia	R. (Cindy)	Higgins	Active - Associate Piermount - Greensboro
Ann		Hoch	Active - Ordained in Other Wk. Duke Divinity School
Z.	N.	Holler	Active - Pastor Ch. of the Covenent-Greensboro
Douglas	A. (Doug)	Horne	Active - Interim Danbury Community - Danbury

SALEM PRESBYTERY MINISTERS

FIRST	MIDDLE	LASTNAME	STATUS
Fredrick	R. (Fred)	Horner	Active - Associate First - Greensboro
Robert	M.	Howard	Active - Associate First - Statesville
Joanne	R.	Hull	Active - Associate Guilford Park - Greensboro
Stephen	A. (Steve)	Hundley	Active - Pastor Prospect - Mooresville
Guy	W.	Hunt	Active - Pastor Beulah & Wilkes Chapel
George		Hunter	Active - Pastor Trinity - Salisbury
Ann	B.	Jahnes	Active - Pastor Yadkinville - Yadkinville
Robert	(Bob)	Jefforde	Active - Pastor Covenant - Winston-Salem
John	S.	Johnson	Retired
William	S. (Bill)	Johnson	Active - Ordained in Other Wk. Duke Hospital - CPE
W. Stacy		Johnson, Jr.	Active - Ordained in Other Wk. Harverd University - student
Henry	J. (Hank)	Keeting	Active - Associate First - Winston-Salem
Lewis	C. (Lew)	Kimel, Jr.	Active - Ordained in Other Wk. US Navy - Chaplain
Hardin	A.	King	Retired
Walter	W. (Walt)	King	Member-At-Large Mschenical Engineer
Benjamin	(Ben)	Kirkland	Member-At-Large
William	R. (Bill)	Knox	Retired
Phyllis	M.	Kort	Active - Associate First - Burlington
Morton	R.	Kurtz	Retired - Interim Greenwood - Reidsville
Julien		Leke	Retired
Thomas	K. (Tom)	Lane	Active - Campus Minister UNC-G
Donald	E. (Don)	Lannon	Active - Pastor Guilford Park - Greensboro
William	F.	Lawrence, Jr.	Active - Stated Supply Yadkin United - Mebane
James	E. (Jim)	Layman	Active - Pastor Starmount - Greensboro
Robert	E. (Bob)	Lee	Active - Pastor Faith - Greensboro
David	T. (Dave)	Lee-Andrews	Active - Pastor Concord - Concord
Robert	M.	Lewis	Active - Pastor First - Salisbury
S. (Ed)	Edwin	Lewis	Active - Pastor First - Mooresville
Paul		Lindsey	Active - Ordained in Other Wk. UNC-G - Professor
Laura	C.	Long	Member-At-Large
Z. (Brad)	Bradford	Long	Active - Ordained in Other Wk. Pres. & Reformed Renewal Min.
William	F. (Bill)	Long	Retired
Iven	W.	Lowery	Active - Pastor Mt. Vernon & Secon[illegible] Cameron

SALEM PRESBYTERY MINISTERS

FIRST	MIDDLE	LASTNAME	STATUS
John	W.	Luke	Retired
Wilkes		Macaulay	Retired
J. Roger		Marrow	Active - Chaplain V. A. Hospital
Steve	A.	Martin	Active - Ordained in Other Wk. counseling
Robert	M. (Bob)	Matthews	Active - Pastor Fieldstone - Mooresville
James	M. (Jim)	Mauldin	Member-At-Large -Stated Supply Peaks Presbytery
John	R. (Jack)	Mc Alpine, III	Retired
Steve		McCutchan	Active - Pastor Highland - Winston-Salem
James	M. (Mac)	McDaniel	Retired
Charles		McKee	Retired - Stated Supply Whispering Pines - Asheboro
Lacy	V. (Mac)	McPherson	Retired
Allen	C. (Al)	McSween	Retired
William	S. (Bill)	Metzel	Active - Pastor Collinstown & Francisco
Judson	James(Jud)	Milam	Active - Pastor St. Andrews - Winston-Salem
John	L.	Milholland	Active - Pastor Fifth Creek & Old Providence
James	F. (Jim)	Miller	Active - Pastor Church of the Cross - G-boro
E. (Tom)	Thomas	Miller	Active - Pastor Forest Park - Statesville
Don		Mimbs	Retired - Stated Supply Clio & New Salem - Statesville
Kay	M.	Miscenheimer	Retired
James	A. (Jim)	Mitcham, Jr.	Retired - Stated Supply Shadyside
H. Reid		Montgomery	Active - Pastor Speedwell - Reidsville
Molly	Dotson	Morgan	Active - Interim Associate Brownson Memorial-Southern Pn.
Allen	E. (Al)	Morrison	Active - Pastor Asbury
William	H. (Bill)	Morrison	Active - Pastor Spencer - Spencer
Lisa		Mullen	Active - Associate First - High Point
Joseph	(Joe)	Mullin	Retired
George	H.	Murray, IV	Active - Pastor Kernersville - Kernersville
Herbert	J. (Herb)	Nelson	Active - Pastor St. James - Greensboro
Frances	(Fran)	Olson	Member-At-Large
Connell		Osborne	Active - Chaplain US Air Force
Richard		Osmer	Active - Faculty Princeton Seminary
Darrell	A. (Ted)	Parker	Retired
J. Kent		Parker, Jr.	Retired
David	C.	Partington	Active - Pastor Shallowford - Winston-Salem
Frank	L.	Partridge	Active - Minister of Music Trinity - Winston-Salem

SALEM PRESBYTERY MINISTERS

FIRST	MIDDLE	LASTNAME	STATUS
S. Curtis		Patterson	Active - Pastor First - Thomasville
Karen	E.	Pearson	Active - Pastor Allen Temple & Freedom
O. (Bill)	William	Perrell	Retired
Jamie	B.	Pharr	Active - Stated Supply Bethany - Statesville
Steve	M.	Pharr	Member-At-Large - lawyer Petree, Stockton & Robinson
Joseph	L. (Joe)	Pickard	Active -Asso.Executive-Finance Synod of Mid-Atlantic
Andral	B. (A. B.)	Plexico	Active - Pastor Hawfields - Mebane
George	A.	Ploger	Retired
Phillip	J.	Pogue	Active - Pastor Glendale Springs & Laurel Fork
W. Clark		Porter	Retired
Michael		Poulos	Active - Associate First - Greensboro
Donald	G. (Don)	Price	Retired - Interim First - Boone
James	L. (Jim)	Price, Jr.	Retired
John	A. (Jack)	Redhead	Retired
Catherine	J. (Katy)	Reed	Active - Asso. Executive Salem Presbytery - Hunger
Marie	P.	Reed	Active - Stated Supply Yanceyville - Yanceyville
Gerald	N.	Reiff	Retired
William	C. (Bill)	Rhodes	Retired
Leland	A.	Richardson	Active - Pastor First - Mocksville
Paul	N.	Ridolfi	Active - Pastor First - Mt. Airy
James	M. (Jim)	Rissmiller	Active - Pastor COMMUNITY IN CHRIST - G-boro
Russel	H. (Russ)	Ritchel, Jr.	Active - Pastor First - Winston-Salem
Jeannette	G. (Jean)	Rodenbough	Active - Chaplain Hospice - Greensboro
Paul	S.	Ryoo	Active - Pastor First - Korean - Greensboro
Dennis		Sebesan	Active - Pastor Jamestown - Jamestown
Grant	M.	Sharp	Active - Pastor First - Statesville
Carter	Anne (F)	Shelley	Active - Asso. Executive Salem Presbytery - Care & Dev.
Page	R.	Shelton	Member-At-Large
Lester	E.	Sheppard	Retired
Jerold	D. (Jerry)	Shetler	Active - Pastor First - Greensboro
James	T. (Jim)	Shields	Member-At-Large Center for Creative Leadership
Ethel	C.	Simonetti	Active - Pastor Dogwood Acres - Asheboro
Jeffrey	Dee (Jeff)	Smith	Active - Interim
Jerry	M.	Smith	Member-At-Large Petree, Stockton & Robinson

SALEM PRESBYTERY MINISTERS

FIRST	MIDDLE	LASTNAME	STATUS
Ronald	A. (Ron)	Smith	Active - Pastor Fairmont - Lexington
William	R.	Smith, III	Retired
Paul		Snell	Active - Ordained in Other Wk. Contact Telephone Ministry
Stevan	A. (Steve)	Snipes	Member-At-Large Developmental Evaluation Cent.
Billy	F.	Sossbee	Active - Pastor Second - Lexington
Thompson	B. (Tom)	Southall	Retired
Laura	Michael	Spangler	Active - Parish Associate First - Thomasville
Joe		Spears	Active - Pastor Mt. Tabor
Rollin	M. (Chip)	Steele	Active - Pastor Springwood
Samual	(Sam)	Stevenson	Active - Pastor Grace - Winston-Salem
Patricia	F. (Pat)	Stewart	Member-At-Large - Associate First Christian
Jamie	D.	Stimson	Retired
Larry	E.	Summey	Active - Pastor Franklin - Franklin
John	B.	Talmage	Active - Ordained in Other Wk. Therapist
Harry	S.	Thomas	Member-At-Large
Glenn	C.	Thomason	Active - Counselor
Robert	R.	Tolar, Jr.	Active - Associate First - Asheboro
John	G.	Truitt	Active - Interim St. Paul - Greensboro
Robert	L.	Turner	Retired - Stated Supply Joyce - Stoneville
William	D. (Bill)	Varker	Retired
Stan	Milton	Voth	Retired
Harold	F.	Waldruff	Retired
Rockwell	P. (Rocky)	Ward	Active - Campus Minister ASU
W. (Russ)	Russell	Ward, Jr.	Active - Pastor First - Asheboro
Roy	E.	Watts	Retired
Worth	N.	Watts	Active - Pastor Glenwood - Greensboro
William	C. (Bill)	Weckerly	Active - Pastor First - Graham
Kellie	E.	Weekley	Active - Pastor / Associate Lansing / Mt. Jefferson
Robert	S. (Bob)	Wells	Retired
John	C.	Whitley	Retired
Norman	M.	Whitney	Active - Pastor Bethany - Graham
Frank	C.	Wilkinson	Retired
Benjamin	F. (Ben)	Williams	Active - Ordained in Other Wk. Menial Health Center
Charles	(Charlie)	Williams	Active - Pastor First - Burlington
J. Gordon		Williams	Member-At-Large/Lab.Out.Bounds Foothills Presbytery

SALEM PRESBYTERY MINISTERS

FIRST	MIDDLE	LASTNAME	STATUS
James	K. (Jim)	Wilson	Active - Pastor Sedgefield - Greensboro
John	A.	Womeldorf	Retired
Paul	D.	Woodall, Jr.	Active - Pastor Bethel - McLeansville
R. Scott		Woodmansee	Active - Pastor First - High Point
William	J. (Bill)	Wrenn, Jr.	Active - Pastor Brentwood - High Point
Richard	S. (Rick)	Wurst	Active - Pastor Stony Creek
Robert	L. (Bob)	Yoder	Active - Pastor Bethesda - Statesville
Troy	A.	Young	Retired
Christopher	E. (Chris)	Zorn	Active - Pastor John Calvin - Salisbury

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VOLUME IV NUMBER 3

Minutes of

SALEM PRESBYTERY

FIFTEENTH STATED MEETING
NORTH WILKESBORO PRESBYTERIAN CHURCH
NORTH WILKESBORO, NORTH CAROLINA
July 18, 1992

MINUTES OF

SALEM PRESBYTERY

FIFTEENTH STATED MEETING
NORTH WILKESBORO PRESBYTERIAN CHURCH
NORTH WILKESBORO, NORTH CAROLINA

July 18, 1992

OFFICERS

Moderator	Rudolph V. Boone, Sr.
Moderator-in-Nomination	Cynthia R. Higgins
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

FIFTEENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

NORTH WILKESBORO PRESBYTERIAN CHURCH

NORTH WILKESBORO, NORTH CAROLINA

July 18, 1992

The Fifteenth Stated Meeting of Salem Presbytery was called to order by Vice-Moderator Cindy Higgins at 9:08 a.m., Saturday, July 18, 1992, in the North Wilkesboro Presbyterian Church of North Wilkesboro, North Carolina. The opening prayer was led by Cynthia Higgins.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	124	Non-Commissioners	2
Ministers	93		
		Visitors	73
Corresponding Members	2		
Ministers		Total Enrollment	298
Church Educators	4		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., George W. Alexander, Jr., Shawn E. Barkley, Jesse W. Bledsoe, Linda L. Blessing, Robert A. Bryant, Robert E. Button, Charles R. Carter, Carole F. Chase, Robert Cleveland, Mary Boyd Click, Charles W. Clubb, Frank C. Collier, O. Leighton Culler, David T. Daniel, Max E. Deal, Frank M. Dew, James A. Dickens, Christopher F. East, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, T. McLean Faw, Jr., Robert A. Fiedler, Janet Briscoe Flagg, James T. Frazier, Elijah B. Freeman, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Scott C. Girard, Robert J. Goforth, Lucius A. Gray, Hewon Han, John M. Handley, William C. Hayes, James Henderson, David L. Henry, Cynthia R. Higgins, Robert M. Howard, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Henry J. Keating, William F. Lawrence, Jr., James E. Layman, Robert E. Lee, S. Edwin Lewis, Charles McKee, William S. Metzel, Judson J. Milam, John L. Milholland, E. Thomas Miller, James A. Mitcham, H. Reid Montgomery, Allen E. Morrison, William H. Morrison, Lisa Mullen, George H. Murray, IV.

N-Z

J. Herbert Nelson, Frances Olson, A. B. Plexico, Phillip J. Pogue, Michael J. Poulos, Donald G. Price, Catherine J. Reed, Marie P. Reed, Paul N. Ridolfi, James M. Rissmiller, Jeannette G. Rodenbough, Grant M. Sharp, Ethel C. Simonetti, Stevan A. Snipes, Billy F. Sosebee, Joe Spears, Rollin M. Steele, Jr., Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, Larry E. Summey, John G. Truitt, Jr., Harold F. Waldruff, Rockwell P. Ward, Russell W. Ward, Jr., William C. Weckerly, Kellie E. Weekley, Frank C. Wilkinson, Paul D. Woodall, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Richard S. Wurst, Jr., Robert L. Yoder, Christopher E. Zorn.

The following Ministers asked to be excused from attendance:

Frank J. Allen, John W. Bell, J. William Black, L. Adlai Boyd, Ernest Bradford, Warren C. Brannon, John C. Brearley, George C. Carpenter, S. Jay Click, Frederick A. H. Coates, Kermit W. Dancy, M. Susan Dobyns, Barbara E. Dua, Steven W. Dyer, John E. Eliason, Dusty K. Fiedler, Philip R. Gehman, James H. Grant, Jr., Robert W. Herron, Z. N. Holler, Douglas A. Horne, Frederick R. Horner, Joanne R. Hull, Robert S. Jeffords, Walter W. King, Phyllis M. H. Kort, Thomas K. Lane, David T. Lee-Andrews, Paul Lindsey, Ivan W. Lowery, Steve A. Martin, Robert M. Matthews, Stephen P. McCutchan, James F. Miller, Molly Dotson Morgan, Karen E. Pearson, Steve M. Pharr, Joseph L. Pickard, Leland A. Richardson, Russell H. Ritchel, Jr., Paul S. Ryoo, Dennis J. Sebesan, A. Carter Shelley, R. Page Shelton, James T. Shields, Ronald A. Smith, Robert R. Tolar, Jr., Worth N. Watts, Benjamin F. Williams, J. Gordon Williams, James K. Wilson, Jr.

The following Missionaries and Chaplains were excused:

Sherron K. George, Lewis C. Kimmel, Jr., Connell Osborne

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, Morton Kurtz, Julian Lake, William F. Long, John W. Luke, Wilkes D. Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, James L. Price, John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

James H. Allen, Michael E. Askew, Sr., Jonathan C. Barker, Malcolm M. Bullock, William H. Chappell, Robert R. Childs, Jr., M. Gray Clark, Carl W. Dumford, Larry W. Freeman, Carter B. Gillespie, Ann I. Hoch, William Stacy Johnson, William S. Johnston, Benjamin Kirkland, Donald E. Lannon, Robert M. Lewis, Laura C. Long, Z. Bradford Long, J. Roger Marrow, James M. Mauldin, Richard Osmer, David C. Partington, Franklin L. Partridge, III, S. Curtis Patterson, Jamie Bibee Pharr, Jerold D. Shetler, Jeffrey D. Smith, Jerry M. Smith, Laura M. Spangler, John B. Talmage, Glenn C. Thomason, Norman M. Whitney, Sr., Charles Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Ralph Hobbs, Richard Royal, Harvey Walker, Allen Temple Margaret Cowan, Virginia Mott, First (Asheboro) Jan M. Monroe, Steve M. Walsh, Bethel Benjamin Miles, Bethesda (Statesville) Mary Lois Cook, Bixby Tom Cornatzer, First (Boonville) Darlene H. Lytton, Marilyn K. Scales, Brentwood Frances Brown, Buffalo John W. Medearis, Centre Robert V. Gibson, Clemmons Nancy Terry, Clio J. Adrian Dobson, Collinstown Clarence Mitchell, Community in Christ Beverly Wilson, Cooleemee Leann Dodd, Covenant Mary Young, Cross Roads George McBane, Dellabrook Avenido Glenn, Irma Spigner, Dogwood Acres Anne B. Neely, First (Eden) Ron

Slaughter, Edward Webb Gladys W. Bailey, LaDonna N. McCarther, Elkin Jim Carson, Fairmont Nancy Frank, Faith Sally Beck, Fifth Creek Roger Niblock, Flat Rock Rosa Marshall, Forest Hills Anne Smith, Mike Hussey, Forest Park Danny Jackins, Franklin Telka M. Hall.

G-M

Glendale Springs Brenda Barker, Grace William E. Shouse, Daniel Smith, Graham Dan Wiggins, Troy W. Woodard, First (Greensboro) W. Douglas Albright, Robert M. Armfield, C. Archie Coleman, Thomas S. Compton, Julian Friday, Hawfields N. N. Fleming, III, Carl McAdams, First (High Point) Bill Hylton, David Lillson, Highland Ros Porter, Sara Frances Thompson, Jamestown Ruth R. Clark, Nancy Grimm, John Calvin Hoyt McCachren, Lansing Jeanette Paisley, First (Lexington) Emmy Floyd, Marian Van Zant, Second (Lexington) Claude Graves, Lloyd Edwin L. Patterson, Ruth M. Patterson, Logan Dorothy Mintz, Clayton Tatum, Madison Anthony Wall, Mebane T. D. Jones, Memorial Donald Yow, First (Mocksville) David Anderson, First (Mooresville) Pressley B. Brawley, Jr., Miriam McNeely, Mt. Tabor Lilliesteen M. Harris, Elizabeth Sifford.

N-Z

New Creation Margaret Young, New Salem J. M. Lackey, North Wilkesboro Joanne Beeson, Ellen Lipscomb, Old Providence Junior Wooten, Parkway Coretta Blanchette, Fred N. Ward, First (Pilot Mountain) James S. Blackwelder, Pine Hall Chris Rodenbough, Pittsboro Edith Wasko, Presbyterian Church of the Covenant Willie Turner, Prospect Donald F. Howie, Rumple Memorial Jane Rogers, St. Andrews Karen Clary, Saint James Catherine Bonner, Luella J. Graves, Rosa Yourse, St. Paul (Greensboro) Mildred S. Thomas, St. Paul (High Point) Henrietta Bill, First (Salisbury) Robert V. Bowman, Gene McKinley, William A. Sherrill, Second (Salisbury) Gregory McDaniel, Sandy Ridge Cleo Ferguson, Shady Side Betsy Calhoun, Gertrude Reid, Siler City Vivian H. Stogsdill, Smyrna Harvey Farris, Sparta Carolyn Young, Speedwell Michael Farrell, Spencer Tom Powell, Starmount J. K. Bennett, Sr., Eloise Lewis, Callie Otten, First (Statesville) Phil Brown, T. Duke Williams, Jr., Tabor W. B. Norris, Taylorsville William Mitchell, First (Thomasville) Carol Darr, Thyatira Charles B. Newsome, Trinity (Elon College) Alura Wheeler, Trinity (Salisbury) Delaine Fleming, Trinity (Winston-Salem) Grace Ellis, Unity Donald K. Dotson, Vandalia David S. Richardson, Wentworth W. D. Sherron, Westminster (Burlington) Harry M. Clark, Whispering Pines Margaret B. Buie, First (Winston-Salem) James S. Price, Yadkin United Marian L. Smith, Thomas D. Vinson, Yanceyville John Hall.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Church of the Cross, Concord, Freedom, Glenwood, Gulf, Hills, Immanuel, First (Kernersville), Korean First, Laurel Fork, First (Mt. Airy), Mount Jefferson, Mount Vernon Springs, Piedmont, Pine Ridge, Pleasant Grove, Sedgefield, Shiloh (Burlington).

The following Churches were not present and did not request an excuse from this meeting of Presbytery.

Baird's Creek, Bethany (Stony Point), Bethel, Bethesda (Ruffin), Beulah, First (Boone), First (Burlington), Calvary, Cameron, Cleveland, Crestwood, Danbury Community, Ebenezer, El Bethel, Elmwood, Fellowship, Fieldstone, Francisco, Greenwood, Griers, Guilford Park, Harmony, Hope View, Joyce, Little Joe's, Love Valley, Milton, Second (Mocksville), Mount Vernon, Oakland, Oakview, Old Town, Peak Creek, Randolph, Red House, Reid Memorial, First (Reidsville), Riverview, Shallowford, Shiloh (Statesville), Southminster, Springwood, Stoneville, Stony Creek, Third Creek, Westminster (Greensboro), Yadkinville.

The following Church Professionals were enrolled:

Martha Lou Anderson, Ida K. McCaskill, Delores Spielman, M. Edye Williamson.

The following Visitors were registered:

G. Douglas Aitken, Jr., Dr. Robert Anim, Annie Miller Bates, David Bates, Dr. Fred Beck, Charles Cameron, Marian Cameron, Margaret C. Carr, Roy L. Carruth, Nell Clark, Verne Clubb, Calvin Crump, Dale Davidson, Walter Davidson, Beulah Davis, Clayton Davis, Bob Edwards, Octavia Edwards, Mary Ferguson, W. Earle Frazier, Frank Fuller, Jr., Nell Fuller, Ericka Garcia, Creola Goodman, Marian Greeson, Bonnie Grubbs, W. S. Hall, William Hall, Jr., Laurel Harcum, Catrelia Hunter, Michael B. Hussey, Jr., Sam Jennings, Selma Jennings, Susanne Jordan, Anita Leone, Harold Litaker, Helen Litaker, Margaret Marks, Richard McNeil, Francel McPherson, James F. Miles, Jane Miller, Helen Mitcham, Mary Moon, Patsy Morrison, Stephen Moss, Mamie C. Norris, Jay Olson, Amy Otwell, Jewelene Parker, Horace Penn, Lois Price, Edith Prieter, Gayle Priester, Cathy Reagan, Ray Reagan, Virgini Rush, Tom Ryder, Jim Saxman, Phares Sechler, Constance S. Sewell, Dewey Shaver, Charles Sloop, Sarah Terry, Linda Thurston, Keith Townsend, Carl Treleaven, Bruce Wheeler, Eleanor Wilson, Jean Wilson, Byron Wolfe, Wendy Yoder, Christy Zorn.

The following Corresponding Members were present:

Welton Seal, First Baptist Church, and James G. Stuart, Western North Carolina Presbytery.

The following Administrative Staff were present:

Willie D. Garvin, and Phyllis L. Plyler.

DOCKET

The Docket was presented by Elder N. N. Fleming, III, Moderator of Council, and was approved as amended (Appendix A, pp. 137-138).

WELCOME

The Governing Body was welcomed by Edgar B. Gregory, elder, of the host church. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. Ecumenical visitor, Reverend Welton Seal, pastor of First Baptist Church, was introduced and given the privilege of the floor to address the Presbytery briefly. The Presbytery also recognized Dr. Anim of the Presbyterian Church of Ghana.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 139-140.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to Ordain and/or Install pastors were admitted to record. (Appendix C, p. 141.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Bills and Overtures: Charles Newsome, Chair
George McBane
Irma Spigner
Marie P. Reed

Resolutions: John Truitt
Larry Summey

OMNIBUS MOTION

Elder N. N. Fleming, III, Moderator of Council, presented the Omnibus Motion. Following opportunity for members of Presbytery to remove items from the Omnibus Motion, the Presbytery approved all the recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM on the left margin.

CONGREGATIONAL LIFE DIVISION THEME PRESENTATION
Pat Stewart, Moderator

Pat Stewart, Division Moderator, made the introduction of the Congregational Life Division Theme Presentation. She outlined the work of the Committees of the Division. A group of young persons shared their experience at the Youth Triennium and announced a Jr. Hi. Retreat October 2-4 and a Sr. Hi. Retreat March 19-21, 1993, at Camp Grier. The Pathways Event was announced by the use of a delightful skit featuring the "weary travelers". Pathways will be held on October 24, 1992, at the Parkway Presbyterian Church.

RACIAL ETHNIC COMMITTEE
Sam Stevenson, Moderator

Concerning Racial Ethnic Presbytery Associate Position:

Several facts seem to be true:

1. The presence of a strong, unified, racial minority in Salem Presbytery is one of the gifts God has given us to strengthen both the minority and the majority churches and Christians in our Presbytery.

2. The racial ethnic leadership in our Presbytery is stretched very thin by a combination of the demands of the local church, their community, the Presbytery and their individual participation in the broader issues of racism and the other "isms".

3. The same leadership is in positions of responsibility in the Black Caucus, Women of Color, Racial Ethnic Committee (several of these on both local and churchwide levels). Each of these has a responsibility for the development of Black Leadership, the coordination of efforts toward strengthening Black and Korean churches generally, and addressing such specific, critical issues as the plight of the young black male.

4. Many of our racial ethnic churches are severely limited in the resources available to them for pursuing their various ministries so that maintaining the sense of connectedness with other racial ethnic churches and/or pastors becomes a major effort.

5. A number of black leaders both ministers and elders are experiencing significant over commitment if not burnout.

THEREFORE, there is the critical need for someone with specific training and experience, especially in the Black community, to be a catalyst for helping to marshall and focus the resources of Salem Presbytery to strengthen the ministry and service of all our racial ethnic congregations as well as to support, encourage, and challenge our pastoral leadership (particularly in racial ethnic churches) to build and strengthen that ministry.

This would be a 1/2 time position in cooperation with a small church or other appropriate source of income for this pastor. Modeled after the previously approved Small Church Specialist position, the person in this position would be supervised by John Handley who is staff resource for the Racial Ethnic Committee.

The Racial Ethnic Specialist would work closely with the Small Church and Racial Ethnic Committees. She/he would serve as liaison between the structures of Salem generally and the racial ethnic pastors and churches particularly.

TENTATIVE POSITION DESCRIPTION
FOR
PART-TIME RACIAL ETHNIC SPECIALIST

- liaison between and among racial ethnic churches as well as with all other "elements" of the Presbyterian Church (U.S.A.) and to nurture and support these connections
- affirm the strengths of racial ethnic churches and seek reduction of racism
- lay leader development in racial ethnic churches
- identify appropriate resources that are ethnically sensitive
- daily prayer for churches/pastors of Salem

Budget $20,000 (included in the 1993 Budget)

RECOMMENDATION:

That the part-time Racial Ethnic Specialist, including the Position Description, be approved and that Council appoint a sub-committee to fill the position with recommendation back to Presbytery before implementation.

NOTE: Salem Presbytery's action on this recommendation is included in the action regarding the Overture from the Pine Hall Session (see page 113 of these Minutes).

PERSONNEL COMMITTEE
Rosa Yourse, Moderator

Rosa Yourse introduced the Candidate for the Associate for Care and Development of Leadership, the Reverend Dr. A. Michael Warren, and he spoke briefly to the Presbytery. Ms. Yourse made the following report:

Your Committee has met four times since the last Presbytery meeting. We have reviewed 67 packets of personal/professional information. Those who submitted forms included: 13 women and 54 men--all ordained ministers; 1 African-American and 66 caucasians; 42 either now hold or are in the process of receiving earned doctoral degrees; 10 are serving presently in North Carolina, the remainder represent 23 other states (most distant from Minnesota).

We felt both blessed and troubled by the high caliber of those who offered for the position. The majority were well qualified by both training and experience relevant to the position, as well as by depth of commitment to Christ and His

Church. Consequently, we had real difficulty in deciding between persons with such rich and faithful qualifications. We are encouraged and excited for the future of the Church that so many dedicated leaders are available!

With that background, your Personnel Committee is enthusiastic in presenting the Reverend Doctor Arthur Michael ("Mike") Warren of Huntington, WV, to be the Salem Presbytery Associate for Care and Development of Leadership.

Brief Biographical Statement:

Mike Warren was born in Charleston, WV, March 22, 1940, the son of Seibert Earl and Genevieve Downing Warren. He was educated in the public schools. Mike writes, "I am grateful for the small rural congregations in the West Virginia coal fields which were the source of my faith as a youth." He graduated from Marshall University the year after he married Helen Kathryn Rollins in 1961. They have two children, Sheryl Lynn and Robert Michael.

Union Seminary in Virginia awarded his first theological degree in 1965 just before his ordination by Appomattox Presbytery July 15, 1965. There he served the Massies Mill, Tyro, and Harmony Churches. In 1966 he answered the call of the Liberty and Unity Churches in South Mississippi where he served until 1970. It was then back to West Virginia to serve the Elk Hills Church in Charleston. In 1975 he began his present pastorate at the Beverly Hills Church in Huntington, WV. Helen is a 1st Grade teacher of inner city children.

Mike has been an active presbyter, particularly in the more than 20 years in West Virginia Presbytery (formerly Greenbrier). He summarizes his work and attraction to this new call: "I have experience in most of the nine areas of responsibility in the Position Description and find the possibility of devoting my energies to care of church professionals most exciting. I have always enjoyed the pastoral ministry, and my ministry at Beverly Hills has vitality after seventeen years. Service on the Committee on Ministry has strengthened my conviction that the relationship of professional leadership to the congregation is the most important relationship in the Presbyterian Church. I believe the Lord is calling me to devote my skills and love for the pastoral ministry to assist ministers and other church professionals in their work with congregations as they strive to fulfill the mission of Christ's body, the Church."

NOTE: Action was delayed until the Presbytery could hear from the Bills and Overtures Committee. See page 121 for final action.

REPORT OF GENERAL ASSEMBLY COMMISSIONERS

Presbytery heard reports of the Commissioners to the 204th General Assembly concerning the issues considered by this year's Assembly. Through "talk show" format, they reported on the following major issues: Boy Scouts, Declaration of Faith; Problem Pregnancy and Abortion; Ordination; Call System; Tobacco; Environment; explained what YADs are, what they do and the opinion of General Assembly through the YAD's eyes.

STANDING COMMITTEES

BILLS AND OVERTURES COMMITTEE
Charles Newsome, Moderator

OVERTURE TO SALEM PRESBYTERY

FROM: The Session
Pine Hall Presbyterian Church
Pine Hall, NC

Whereas: Salem Presbytery is now five years old and is still in the process of developing its own style of ministry in this geographical region of North Carolina; and,

Whereas: The staff of Salem Presbytery has for these past five years been diligent and faithful in its shepherding of the congregations under its care, in spite of the size of the Presbytery geographiclly and numberically; and,

Whereas: Salem Presbytery consists of 157 congregations, of which over one-half are 150 members or less, and thirty-one of these need Presbytery;s financial support; and,

Whereas: These small membership congregations have needs and expectations which require special sensitivity, skills and attention; and,

Whereas: A significant number of these congregations consist of racial/ethnic members which need representation at Presybytery level for their growth and nurture; and,

Whereas: Our staff associate for Care and Leadership has resigned to pursue additional education;

Therefore: In the spirit of Evangelism and in the will of Christ, we recommend that the staff position which has been vacated be divided into four positions in the following manner:

One half-time Staff Associate for Racial/Ethnic Congregational Nurture, who is also the pastor on a half-time basis for a small racial/ethnic congregation within the Presbytery.

Three Small Church Development Staff Associates who will facilitate the growth of small congregations in their respective geographical areas, and pastor a small congregation on a three-quarter time basis.

The Bills and Overtures Committee made the following recommendation:

That the second item of the Overture after "Therefore" be referred to Council for hearing, study, and recommendation to Presbytery at its February, 1993, meeting.

After discussion, Presbytery amended their recommendation and took the following action:

ACTION:

1. The Presbytery referred the following recommendations of the Pine Hall Session, as amended, to Salem Presbytery Council:

   a. Both items under "Therefore" of the Pine Hall Overture regarding staff positions were submitted to Council for hearing, study, and recommendation to Presbytery at its February, 1993, meeting.

   b. Council was directed to review the current staffing plan and develop a comprehensive staffing proposal which will address all special needs proposed by the various committees.

WORSHIP AND COMMUNION

At 12:00 noon the Presbytery joined in a service of Worship and Communion led by the Reverend Robert Evans and the Reverend Welton Seal. The preacher was the Reverend Dr. John M. Handley, Executive Presbyter and Stated Clerk of Salem Presbytery. The organist was Ms. Mary Louise Clements.

LUNCH

The Presbytery was recessed for lunch at 1:00 p.m. with prayers of thanksgiving led by the Reverend J. Herbert Nelson.

AFTERNOON SESSION

At 1:58 the Moderator reconvened the Presbytery and the prayer of dedication for the Two-Cents-A-Meal Offering and prayers of petition and intercession were led by Charles Cameron.

HUNGER COMMITTEE
Charles Cameron, Moderator

The Rev. Robert Cleveland led the Presbytery in a service to Commission Charles and Marian Cameron as Volunteers in Mission.

NOMINATIONS COMMITTEE
Malcolm Bullock, Moderator

Martha Lou Anderson reported for the Committee.

ACTION:

2. Salem Presbytery elected the following persons to fill vacancies in the structure as stated.

Ecumenical Relations
Class of '93
Rev. Ethel Simonetti - Dogwood Acres (replaces Eptasam Takla)

Examinations
Class of '92
Rev. Joanne R. Hull - Guilford Park (replaces Marydell Bright)

International Missions
Class of '92
Rev. Paul Ryoo - Korean First (replaces Dr. Park)

Racial Ethnic
Class of '93
Archie Coleman - First (Greensboro) (replaces Aurelia Young)
Class of '94
Willie Gray - Grace (replaces Lib Lanier)

Self Development of People
Elaine Handley - Highland
Rev. Michael Askew - Reid Memorial
Rev. David Daniel - Bixby
Thelma Johnson - Dellabrook
Rev. Kellie Weekley - Lansing
Rev. Dusty Fiedler - Clemmons
Rhonda Johnson - Grace
Moon Won Suh - Korean First
Frank Thomas - Grace

Stewardship
Class of '92
Frank Stewart - First (Statesville)

Women's Ministry
Class of '94
Nori Torbert - Speedwell

HELP US FILL IN THE BLANKS

I recommend:

Educational Ministry
Class of '92 _____
Class of '92 _____

Resource
Class of '92 _____
Class of '93 _____
Class of '93 _____

Social Justice
Class of '93 _____

Women's Ministry
Class of '94 _____
Class of '94 _____

PERSONNEL COMMITTEE (Continued)
Rosa Yourse, Moderator

ACTIONS:

3. Presbytery called A. Michael Warren to serve as the Associate Presbyter for the Care and Development of Leadership for a renewable term of three years, effective September 1, 1992.

4. Presbytery approved the following annual terms of call for Michael Warren:

Salary/Housing	$38,000.00
Pension	11,453.96
Social Security	2,907.00
Dental Ins.	206.48
Continuing Education	1,000.00
Travel	4,000.00
Total	$57,567.44

Presbytery will also pay moving expenses to the field.

5. Presbytery's Council was authorized in conjunction with Mike Warren to plan a service for his installation as Associate Presbyter to be celebrated at the October 3, 1992, meeting of Salem Presbytery, and the Moderator of Presbytery was empowered to appoint a leadership group to carry out that service of installation by the Presbytery.

ADMINISTRATIVE SERVICES DIVISION

BUDGET AND FINANCE COMMITTEE
John Milholland, Moderator

1992 Financial Update: To-date we have pledged benevolence income of $1,901,499.44 for 1992; an additional $25,000 in program generated income is anticipated for a total of $1,926,699.14. The approved 1992 expense budget is $2,057,200; this represents a negative balance of $130,501, 52% ($67,860) of which has a direct bearing on Salem Presbytery's budget. Committees are being asked to be very conscientious in keeping spending to a bare minimum.

1993 Requested Budget: During the April Program hearing, we heard our committees ask for $1,249,142; this represents a 15.5% increase over the 1992 budget. We fell that this is an unobtainable goal based on the giving in previous years.

1993 Askings Budget: Budget and Finance Committee and Presbytery Council are asking that an increase of 5% in benevolence giving be approved for 1993. (In 1991 Presbytery approved a plan whereby churches giving below the average of churches of similar size would increase their giving to this level over a period of three years, 1993 is the last year in this cycle. Most churches have responded to this request positively; we will continue our efforts to bring all churches in compliance.)

1993 Budget: The budget presented is the result of a building process which included a program hearing where committees of Presbytery come to share with our committee and Presbytery Council their program outline and budget requests for the coming year, and a budget hearing where, based on the program hearing, Council and Budget and Finance Committee are able to develop a proposed budget for the coming year.

ACTIONS:

6. Presbytery approved the Proposed 1993 Salem Presbytery Budget in the amount of $2,034,464 (Appendix D, pp. 142-152).

7. Presbytery approved a 5% increase in Askings (Benevolence) for 1993.

8. Presbytery approved a reallocation of percentages for Benevolence distribution as follows:

General Assembly	-	28%	(from 29.5%)
Synod	-	16.5%	(from 18.5%)
Presbytery	-	55.5%	(from 52%)

REPORT OF THE EXAMINATIONS COMMITTEE
Woody Alexander, Moderator

RECEPTION OF STEPHEN ANDREW MOSS

ACTION:

9. Presbytery approved the committee and floor examination of Stephen Andrew Moss in accordance with Book of Order G-11.0402.

   a. The Reverend Stephen Andrew Moss was received from West Virginia for the purpose of accepting the call as Pastor of the Thyatira Presbyterian Church of Salisbury, NC. The effective date is July 27, 1992.

b. His credo which follows was approved:

My faith rests upon my belief in a sovereign God who creates, redeems, and sustains his creation, and who calls a people from among the peoples, establishing with them an everlasting covenant of grace. God reveals himself to us in at least three ways, referred to, traditionally, as the Trinity. God is seen in his creation; the handiwork of the creator is evident in the beauty and splendor of the world about us, and in the mysteries and remarkable laws that maintain and sustain the natural order. God is seen most fully in the revelation of the Word-made-flesh, Jesus of Nazareth, the Messiah, and only Son of God, in whom we see love, compassion, grace, mercy, righteousness, justice and peace personified. In him, we see true humanity, and we find ourselves falling far short of that standard. We are judged guilty of sin, and would be worthy only of punishment, were it not for the saving grace of our Lord and Savior, Jesus Christ. His sacrifice upon the cross reveals the length and depth of God's love for his people; and the resurrection of Jesus reveals God's forgiveness, and his power over sin and death. This gift of grace is offered to all who will accept it. Sadly, not all do accept it, thereby cutting themselves off from the source of life itself.

God reveals himself to us through the Holy Spirit, who intervenes in the life of human beings, influencing them at precise moments of time, and thereby changing the course of human history. God's Spirit acts in the world to bring about the fulfillment of God's plan for salvation and reconciliation. God's Holy Spirit touches us in prayer, meditation, and also in times of Christian service, as we feed the hungry, clothe the naked, give drink to those who thirst, bring comfort to the sick and suffering, lift the fallen, guide the sightless, free the oppressed, visit the imprisoned and comfort those who grieve.

I believe that God blesses his children in many special ways, giving (for example), grace, mercy, and peace through the sacraments of baptism and the Lord's Supper. Through baptism, we participate in his death and resurrection, and accept them as our very own. Our Lord is present when his friends gather about his table to share the elements of his life, namely the bread and wine. He feeds the believer with the bread of life and the cup of forgiveness.

I believe that God speaks to us in and through the words of the Bible, which conveys to us both the faith and the failures of the people of God in past ages. These words remind us of how God repeatedly sought (and seeks) to restore them (and us) to the Covenant community.

The mission of the church in our time is to both proclaim and demonstrate the good news of God's love, as we have experienced it in Jesus Christ; to serve as the living body of Jesus Christ in the world today; to be the bearer of his Grace to the world, and to remember that we have not ourselves arrived at an acceptable (to God) level of goodness that allows us to relax our vigilance. We are to remember that we are still sinners (through forgiven sinners), and that God continues to pursue us, to demonstrate to us the steadfastness of His love, and to continue to teach us of his way for us. As Christians we are called to be an active part of his church, serving faithfully and obediently, all of our lives; and we are to find joy and thanksgiving so to do. God has been gracious to me a sinner, all my life. Thanks be to God. On these beliefs, I stake my life and my calling.

c. Presbytery approved the establishment of the Pastoral relationship between Mr. Moss and the Thyatira Presbyterian Church effective July 27, 1992; approved the following Terms of

Call from the Thyatira Presbyterian Church; and the call was ordered placed in his hands.

Salary	$24,000.00
Use of Manse	Provided
Utilities Allowance	3,000.00
Automobile Allowance	3,100.00
Social Security Equiv.	1,836.00
Continuing Ed./Book Allowance	1,300.00
Medical Insurance/Annuity	9,406.00
Moving Expenses	Provided
Miscellaneous moving expenses	500.00
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to install him as Pastor of Thyatira Presbyterian Church, Salisbury, NC, on August 23, 1992, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
W. Russell Ward	Preside & Propound Constitutional Questions	Minister
A. Carter Shelley	Preach the Sermon	Minister
Charles Mohr	Charge the Minister	Elder
Charles Newsome	Charge the Congreg.	Elder
George Calhoun	Lead in Worship	Minister
Don Hart		Elder

e. Mr. Moss was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF A. MICHAEL WARREN

ACTION:

10. Presbytery approved the committee and floor examination of A. Michael Warren in accordance with Book of Order G-11.0402.

a. The Reverend A. Michael Warren was received from West Virginia Presbytery, pending receipt of his certificate of dismissal, for the purpose of accepting the call from Salem Presbytery to be the Associate Presbyter for Care and Development of Leadership.

The effective date is September 1, 1992. Mr. Warren is a graduate of Marshall University and Union Seminary in Virginia and has served pastorates in West Virginia and Mississippi.

b. His credo which follows was approved:

God is creator and sovereign of all life. Scripture reveals that all human beings are created to be in loving relationship with God. Scripture teaches that each of us forsakes this loving relationship by exerting our own will over God's and blaming others or external conditions for our actions. We deserve death for our rebellion but God pursues us and offers us restoration.

The first offer of restoration was the covenant established with Abraham and Sarah. Even though none of their descendants were able to fulfill their covenant responsibility, the steadfast love of God remained constant. The exodus and

possession of the promised land also revealed God's will to be that human beings live together in common devotion to God and in harmony with each other. The Ten Commandments and subsequent laws were God's gracious gifts for the ordering of life in the new age. Individual and corporate rebellion to God's faithfulness continually exerted itself distorting the harmonious community and causing loss of the land, bringing about bondage to human willfulness.

God came to us in Jesus Christ who was both human and divine. His life was demonstration of a human life obediently lived according to the design of the creator. The sovereign power of the universe was revealed to be a loving parent seeking restoration of wayward children, not an austere tyrant seeking injury to enemies. The teachings of Jesus and his companionship with the disciples were demonstrations of human community life when lived under God's reign. Victims were comforted, the poor were served and outcasts were welcomed into the community. Forgiveness and reconciliation, rather than divisive distinctions between people, were revealed to be the nature of a community when God reigns.

Individual and corporate willfulness again rejected God's way and put Christ to death on the cross. God raised Jesus from the dead demonstrating the supremacy of love over hate and forgiveness over revenge. Christ's resurrection became an invitation for all humankind to die to human willfulness and receive a new life which we cannot give to ourselves; a new life received as a gift through faith in Christ and the sustaining presence of the Holy Spirit.

The Holy Spirit has come to comfort, nurture, challenge, and empower us in our daily attempts to live in the new covenant of Christ. The Holy Spirit has come to draw us together into the church which is Christ's body in the world. Demonstration of the forgiveness, reconciliation and destruction of dividing walls between people which Christ lived and taught are the gifts from God which the church has been commissioned to live in the world.

The church demonstrates new life in Christ as it gathers to worship, to praise the one God and to celebrate the sacraments. In Baptism we are claimed by God's love in which sin is forgiven and new life is given. In the Lord's Supper we remember Christ's death for us, celebrate the gift of forgiveness and the presence of the Holy Spirit in our lives.

In response to God's gracious gifts, we go into the world empowered by the Holy Spirit for mission. We work to restore the world of peace and justice which God designed into the fabric of the universe at creation. We hold others in the esteem we receive. Knowing that God loves us and redeems us not only makes us sisters and brothers in Christ, it is the highest possible estimation of human value.

c. Mr. Warren was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

REPORT OF THE COMMITTEE ON MINISTRY
Laura Spangler, Moderator

Jud Milam reported for the Committee. The Committee On Ministry is currently formulating the guidelines for Pastor Nominating Committees and the search process. We hope this will clarify the steps of a search, strengthen the COM's relationship with PNCs and prevent churches from entering unhealthy matches.

MINISTER CHANGING FROM STATED SUPPLY TO INSTALLED PASTOR

ACTION:

11. The Reverend Thomas Kelsey Lane was approved as the installed Presbyterian Campus Minister at UNC-G, having served there as Stated Supply during the past 15 months.

    a. The Terms of Call for the Reverend Thomas Lane were approved:

Salary	$19,115.00
Housing	11,064.00
Social Security Equiv.	2,309.00
Medical Insurance/Annuity	8,772.00
Continuing Ed./Book Allow.	1,200.00
Automobile Allowance	2,800.00
Vacation	Four weeks
Study Leave	Two weeks

    b. The following Administrative Commission was approved to install him as Pastor at UNC-G to be held at the Presbyterian Church of the Covenant, Greensboro, on September 27, 1992, at 12:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Z. N. Holler	Preside & Propound the Constitutional Questions	Minister
Carter Shelley	Preach the Sermon	Minister
Herbert Nelson	Charge the Minister	Minister
Ali Mabitsels	Charge the Congregation	Elder
Frank Dew	Lead in Worship	Minister
Carol Franklin	Complete the Commission	Elder
Annie Purcell	Complete the Commission	Elder
Martha Anderson	Complete the Commission	Elder
Barbara Clawson	Complete the Commission	Elder
Ernest Lee	Complete the Commission	Elder

APPOINTMENT OF MODERATORS

ACTION:

12. The following actions of the Committee on Ministry regarding appointment of Moderators was admitted to the record of Salem Presbytery as its actions:

    a. The Reverend James Dickens was appointed moderator of session for the Allen Temple Presbyterian Church.

    b. The Reverend Carter Shelley was appointed moderator of the session for the Harmony Presbyterian Church.

    c. The Reverend K. Moser Misenheimer was appointed moderator of the session for the Siler City Presbyterian Church.

    d. The Reverend Jesse Bledsoe was appointed moderator of the session for the Hills and Pine Ridge Presbyterian Churches effective August 1, 1992.

INTERIM PASTOR RELATIONSHIPS

ACTION:

13. The following actions of the Committee on Ministry regarding interim pastor relationships were admitted to the record of Salem Presbytery as its actions:

    a. The Reverend James Banbury was approved to serve as the Interim Pastor, half time, as well as serve as the moderator of session at Third Creek Presbyterian Church. The effective date is May 1, 1992 through October 31, 1992.

    b. The Reverend John Truitt was approved to continue his interim relationship at the St. Paul Presbyterian Church, Greensboro, as well as serve as moderator from June 24, 1992 to December 31, 1992.

    c. The Reverend Donald Price was approved to continue his interim relationship with the First Presbyterian Church, Boone from February 1, 1992 to August 1, 1992 as well as serve as moderator.

MINISTER DISMISSED TO ANOTHER PRESBYTERY

ACTION:

14. The following action regarding ministers transferring to other presbyteries was admitted to the record of Salem Presbytery as its action:

    a. The Reverend Reagan Gibbs was dismissed to Shenandoah Presbytery to accept the call of the Loch Willow Presbyterian Church in Churchville, VA as Pastor. The effective date is June 19, 1992.

    b. The Reverend J. William Black, Jr. was dismissed to Lehigh Presbytery to accept the call of Associate Pastor of the First Presbyterian Church of Reading, PA. The effective date is August 1, 1992.

STATED SUPPLY RELATIONSHIP

ACTION:

15. The Reverend Jamie B. Pharr was approved to continue as Stated Supply and moderator of the Bethany Presbyterian Church, Statesville, NC from July 1, 1992 through June 30, 1993.

16. The Reverend Steve Snipes was approved as Stated Supply and moderator of the Oakland Presbyterian Church effective July 1, 1992, for one year.

PROPOSED 1993 MINIMUM SALARY FIGURES

ACTIONS:

17. The attached Minimum Salary figures be accepted as Salem Presbytery's 1993 Minimum Salary (Appendix E, p. 153.)

18. All churches were encouraged to increase their professional staff compensation by at least three percent (3%) on the base salary.

19. Churches with certified Christian Educators were asked to consider these same minimum salary figures as guidelines for the minimum salary of Christian Educators.

HONORABLE RETIREMENT

ACTION:

20. Presbytery approved the honorable retirement of the Reverend Ernest M. Bradford effective July 17, 1992. A retirement service will be held at the October meeting of Presbytery.

DISSOLUTION OF PASTORAL RELATIONSHIP

ACTION:

21. Presbytery dissolved the pastoral relationship between the Madison Presbyterian Church and the Reverend Charles Clubb effective August 31, 1992.

22. The Moderator was directed to appoint an Administrative Commission to work with the congregation in areas of G-11.0103, paragraphs K, S, N, X.

PREPARATION FOR MINISTRY COMMITTEE
David Daniel, Moderator

The Committee On Preparation for Ministry met on June 6, 1992 for the Annual Consultation with Inquirers and Candidates of Salem Presbytery.

ACTIONS:

23. Stephanie Black of Pine Ridge Presbyterian Church was enrolled as an Inquirer in accordance with G-14.0303e.

24. Robert Spach of First Presbyterian Church, Winston-Salem was received as a Candidate in accordance with G-14.0305d.

REPORT OF SYNOD COMMISSIONERS

Pat Stewart introduced the Salem Presbytery Commissioners to the meeting of the Synod of the Mid-Atlantic who were present. Presbytery heard reports from Lisa Mullen, Jesse Bledsoe, James Mitcham, Margaret Marks and Nancy Spann.

REFLECTIONS ON SALEM PRESBYTERY
Willie Garvin, Presbytery Associate
for Finance and Business Affairs/Treasurer

Because of the lateness in the day and the small number of commissioners still present, Ms. Garvin agreed for her reflections on Salem Presbytery to be rescheduled for the October meeting of Salem Presbytery.

PEACEMAKING COMMITTEE
Chris East, Moderator

Chris East reported. Mount Vernon Springs Church was acknowledged as having signed the Commitment to Peacemaking.

EXTENSION OF ADJOURNMENT

The time for adjournment having arrived, Presbytery voted to extend adjournment time until 4:00 p.m.

REPORT OF PRESBYTERY COUNCIL
N. N. Fleming, III, Moderator

Your Council has met twice since the April, 1992, meeting of Presbytery.

I. CONCURRENCES WITH COMMITTEE RECOMMENDATIONS TO PRESBYTERY

1. Budget and Finance Committee
2. Hunger Committee
3. Peacemaking Committee
4. Personnel Committee
5. Racial Ethnic Committee

II. ACTIONS TAKEN BY COUNCIL

1. Council has approved and placed on Presbytery's calendar the following events:

August 1-2, 1992	Presbyterian Women Spiritual Life Retreat at Lenoir Rhyne College
Sept. 12, 1992	Music Committee Workshop for Church Musicians and Pastors
Sept. 15, 1992	Stewardship Education Workshop with Pastors
Sept. 26, 1992	Presbyterian Women Fall Gathering, Parkway Presbyterian Church, Winston-Salem
Oct. 30-31, 1992	Basketball/Softball Bicentennial Fund funds raising event
Nov. 12-14, 1992	Peacemaking Committee sponsored trip to the United Nations
January 23, 1993	International Missions Conference

2. Council has requested the Racial Ethnic Committee and the Black Caucus to allocate enough $150 scholarships to help six pastors to attend an African-American Clergy Conference August 23-28, 1992, in Baltimore.

3. Council approved the celebration of the Lord's Supper at the Annual Candidates Consultation.

4. Council has thanked the law firm of Cooke and Cooke of Greensboro for pro bono work done related to the purchase of the Oak Ridge new church development property.

5. Council has referred to the Goals and Evaluation Committee concerns about Salem Presbytery's program, structure, and mission and their cost. These issues arose during the annual Program and Budget Hearings.

6. Council approved the Minutes of Salem Presbytery's Thirteenth Stated Meeting at Highland Presbyterian Church, Winston-Salem, February 1, 1992.

III. ACTIONS OF PRESBYTERY

ACTION:

25. Presbytery approved the following meals policy as the permanent policy of Presbytery: (Note: this policy has been in effect on a trial basis since 1990.)

Ordinarily meals are considered an individual's responsibility unless an overnight meeting is scheduled. The cost of overnight accommodations also are ordinarily by individuals unless the committee's schedule precludes returning home overnight. Other exceptions are:

Youth Committee
Staff Entertainment of ministers/others
New Minister's Orientation

ACTION:

26. Presbytery approved the following action concerning Salem Office Building with Clemmons Church:

RESOLUTION CONCERNING SALEM OFFICE BUILDING WITH CLEMMONS CHURCH

Whereas, the Clemmons Church and Salem Presbytery have explored carefully the possibility of entering a joint building project which would include office space for Salem Presbytery; and,

Whereas, the architect's drawing and subsequent cost estimates have now clarified the costs of the project to the Presbytery; and,

Whereas, Presbytery's participation in this venture is based on receiving $270,000 from the Bicentennial Fund which will be neither known nor in hand any earlier than 1994; and,

Whereas, Presbytery's income is holding steady, but is not increasing; and,

Whereas, comparing the costs to Presbytery's budget of our present office arrangements with the costs projected for the joint venture has revealed that Salem Presbytery would be placed in a disadvantageous position;

Therefore, be it resolved that Salem Presbytery thank the Clemmons Church for its generosity and patience in negotiating on this project and affirm their exciting plans to proceed with their building needs; and,

That the specific proposal for a joint project be withdrawn and decisions regarding the possibility of building Salem Offices referred back to the Council for future recommendations.

CHURCH DEVELOPMENT DIVISION

CHURCH DEVELOPMENT COMMITTEE
Bill Hylton, Moderator

The Church Development Committee of Salem Presbytery has as a goal the beginning of three (3) new churches in the next five years. We contracted with James Earhart in 1991 to do a comprehensive study of the presbytery with the aim of uncovering and codifying "hot spots" of population growth. One of the strongest growth areas in our Presbytery, as indicated in the demographic study, is the North/Northwestern Greensboro area.

Funds to cover the cost of New Church Development in Salem Presbytery will be shared with the regular budget of Presbytery, funds from antecedent presbyteries, local funds, and bi-centennial funds.

Following the April 24, 1992, approval by Presbytery, the Church Development Committee on May 28, 1992, closed on a 6.38 acre tract of land located on highway 150 in Oak Ridge, North Carolina, at a cost of $205,000. In addition to the acreage are two buildings and a mobile home. The Steering Committee is working hard in furthering the development of NCD project. (See the attached proposal for the NCD program Grant through the office of General Assembly, Appendix F, pp. 154-166.)

Fulfilling our commitment to purchase the land on which to build a church for the ne Korean congregation, we closed on the Stagecoach Road, Greensboro, NC, property on June 4. The purchase price for the 5.2 acre site was $100,000.

We continue to explore the needs of Church Development in Salem Presbytery; we remind you that the continued commitment on the part of the whole body is needed if this (Church Development) is to be a successful endeavor.

ACTION:

27. Presbytery approved the Mission Development Grant Proposal to be submitted to the Evangelism and Church Development Ministry Unit for a total of $115,000.

REPORT OF THE STATED CLERK

Sessional Records Review

123 Churches presented their 1991 records for review at workshops held in May and July. 103 were approved, 15 were approved pending corrections or additions, 5 are in process.

Those Approved included:

Alamance, Allen Temple, Asbury, Bethany (Graham), Bethany (Statesville), Bethel, Bethesda (Statesville), First (Boone), Brentwood, Buffalo, First (Burlington), Calvary, Cameron, Church of the Cross, Clemmons, Cleveland, Collinstown, Community in Christ, Concord, Cooleemee, Covenant, Crestwood, Cross Roads, Dogwood Acres, First (Eden), Edward Webb Memorial, El Bethel, Elkin, Elmwood, Fairmont, Faith, Fifth Creek, Fellowship, Fieldstone, Flat Rock, Forest Hills, Forest Park, Francisco, Franklin, Freedom, Grace, Graham, First (Greensboro), Greenwood, Guilford Park, Hawfields, First (High Point), Highland, Hills, Jamestown, John Calvin, First (Kernersville), Lansing, Laurel Fork, First (Lexington), Second (Lexington), Lloyd, Love Valley, Madison, Mebane, First (Mocksville), First (Mooresville), First (Mt. Airy), Mount Jefferson, Mount Tabor, Mount Vernon Springs, New Creation Community,

New Salem, North Wilkesboro, Old Town, Old Providence, Parkway, First (Pilot Mountain), Pine Hall, Pine Ridge, Pittsboro, Pleasant Grove, Presbyterian Church of the Covenant, Prospect, First (Reidsville), Shady Side, Shallowford, Shiloh (Burlington), Siler City, Sparta, Speedwell, Spencer, St. Andrews, St. James, St. Paul (Greensboro), Starmount, Third Creek, First (Thomasville), Thyatira, Trinity (Elon College), Trinity (Salisbury), Trinity (Winston-Salem), Unity, Vandalia, Westminster (Burlington), Westminster (Greensboro), Whispering Pines, First (Winston-Salem).

Those Approved, Pending included:

First (Asheboro), Bethesda (Ruffin), Danbury Community, Dellabrook, Griers, Joyce, Second (Mocksville), Rumple Memorial, Sandy Ridge, Smyrna, St. Paul (High Point), Stoneville, Tabor, Wentworth, Yanceyville.

Those In Process included:

Glendale Springs, Immanuel, Korean First, Reid Memorial, Springwood.

Those Not Presented included:

Baird's Creek, Beulah, Bixby, First (Boonville), Centre, Clio, Ebenezer, Glenwood, Gulf, Harmony, Hope View, Little Joe's, Logan, Memorial, Milton, Mt. Vernon, Oakland, Oakview, Peak Creek, Piedmont, Randolph, Red House, Riverview, First (Salisbury), Second (Salisbury), Sedgefield, Shiloh (Statesville), Southminster, First (Statesville), Stony Creek, Taylorsville, Yadkin United, Yadkinville.

The following churches submitted their 1990 records along with the 1991 records:

Crestwood, El Bethel, Fairmont, Flat Rock, Jamestown, Madison, First (Mooresville), Pittsboro, Sparta.

The results of the Sessional Records Review show a significant increase of both numbers of records presented and approvals without pending concerns over last year.

ACTION:

28. Presbytery approved this Sessional Records Review Report and directed the Stated Clerk to continue to seek records from those not reporting.

Salem Overtures to the 204th General Assembly

We have received notice of actions taken on the three Overtures Salem presented to the 204th General Assembly as follows:

Overture 92-95. On the Issue of Tobacco--from the Presbytery of Salem.

That the overture not be adopted with comment: We realize that people of faith differ on this issue, and this is a painful dilemma. We realize this makes it next to impossible for any of us to offer any objective advice on this issue. However, we affirm past General Assembly actions.

Overture 92-96. On Clarifying the Church's Desire to Accept Money Generated From the Tobacco Industry--From the Presbytery of Salem.

That the overture be adopted.

Overture 92-97. On Funding of Environmental Justice and Stewardship--From the Presbytery of Salem.

That the overture be answered by action taken in *Overture 92-90*. (*Overture 92-90* was adopted as amended with comment. See enclosed copy of amended overture with accompanying comment.)

Overture 92-95 offered to Salem Presbytery by the Speedwell Church was carefully discussed by the Commissioner's Committee on Justice and Social Issues. The Overture requested "suspension of the 199th and 202nd General Assembly's action on tobacco until the above questions can be resolved." The vote of the Committee to "not adopt" was 26 for, 15 against, and 3 abstentions. There was little debate on the Assembly floor. It was clear that a number of the Committee heard the concern over the economic affects of moving away from a tobacco dominated economy in many communities in our Presbytery. They were sensitive to the same problem in communities whose economy is significantly tied to the growing and production of alcoholic beverages, as well as, manufacture of offensive weaponry. They heard the values conflict over the implications for the family farms in our area. Questions referred also to whether money given to the church from tobacco related profits were wanted and the use of investments as a social policy strategy. It was clear that health related concerns were the main issues.

Overture 92-96 offered to Salem by the First Church, Reidsville, asked the Assembly "to make clarification and give direction as to whether the General Assembly desires to accept money and gifts generated directly or indirectly from the tobacco industry." The same Committee discussed this request and thought it should be answered. They felt that the nature of their task and the need to develop a theological framework in which to give an answer made it impossible for them to answer adequately. However, they gave no instruction or offered any procedure for the "clarification" to be given. The Committee's vote was 43/0/1 to adopt the Overture.

I have discussed these matters with members of several of our churches whose desire for some further discussion and clarification is both sincere and respectful. The General Assembly structure will be reminded that an answer was called for in Milwaukee. However, I believe that we need further dialogue and interpretation within our presbytery on these painful, divisive issues. Some of our sessions have studied the North Carolina Council of Churches booklet entitled, "Moral Dimensions of Tobacco", presented in 1984. There are other documents and actions which help in grappling meaningfully with the complexities of these concerns. There are many in our churches who are seeking thoughtful, clear, and faithful answers. The following recommendation is in that context.

ACTION:

29. Salem Presbytery authorized the Moderator, in consultation with the Social Justice Committee and the Stated Clerk, to appoint a Tobacco Issues Study Committee to provide opportunities within our bounds for study, discussion, and clarification of the concerns voiced and the issues raised by Salem Overtures 92-95 and 92-96; and to continue dialogue with the General Assembly on the implications of faithful responses to such issues.

Overture 92-97 concerning "funding of environmental justice and stewardship" was answered by adopting Overture 92-90, amended, with two "comments". 92-90 is identical in working to 92-97 which Salem sent. The Assembly's action changed only the last paragraph by adopting the following comments:

Comment: Should not the Environmental Justice Program Working Plan make provision for an ongoing program group on Environmental Justice that would have churchwide representation, to communicate concerns and needs from congregations and middle governing bodies, and to share in the development and implementation of the Environmental Justice Program?

Comment: We affirm and appreciate the strategy, "Environmental Justice Program Working Plan," of the Social Justice and Peacemaking Ministry Unit for the year 1993, and urge cooperation with the completion of that endeavor.

We recognize the fiscal constraint confronting the church, but we also note that seven overtures came to this assembly urging greater funding, which indicates a desire on the part of the church to be more active in environmental matters.

In response to this direction from the church, we strongly urge the Social Justice and Peacemaking Ministry Unit to fully implement the mandate of the 202nd General Assembly (1990) no later than 1994, which noted the need for at least one person working full-time in Louisville to carry out education and leadership development, participation and organization, as well as program effort coordination in the denomination and ecumenically.

In addition we recommend that: (1) the Social Justice and Peacemaking Ministry Unit emphasize environmental justice in promotion of the Peacemaking Offering and advise churches that the 25 percent local portion of the offering may be designated for the national environmental program; and (2) the office of environmental justice be asked to relate the environmental crisis to the continuing pattern of population growth.

Commissioners to the 204th General Assembly:

Rev. Mary Boyd Click, El Bethel Church
Rev. Henry J. Keating, First Church (Winston-Salem)
Rev. Robert M. Matthews, Fieldstone Church
Rev. Connell Osborne, U.S. Air Force Chaplain
Mr. Carl Treleaven, Starmount Church
Mr. Robert A. Edwards, Flat Rock Church
Mr. Graham Lynch, III, First Church (Winston-Salem)
Mrs. Elinor Swaim, First Church (Salisbury)

Commissioners to the 1992 Synod of the Mid-Atlantic:

Ms. Margaret Marks, Calvary Church
Mr. D. J. Walker, First Church (Burlington)
Mr. Mack Dagenhart, First Church (Winston-Salem)
Mr. David Smith, Hawfields Church
Mr. Willard Hobbs, First Church (Greensboro)
Mr. Spencer Thomason, Franklin Church
Ms. Lois Brake, Grace Church
Mr. Claude Graves, Second Church (Lexington)
Mr. John Edwards, First Church (Greensboro)
Ms. Dorothy Mintz, Logan Church
Ms. Nancy Spann, First Church (Boone)
Mr. Horace Penn, First Church (Eden)
Rev. Kellie Weekley, Lansing Church
Rev. Paul Ridolfi, First Church (Mt. Airy)
Rev. Bill Black, Pine Ridge/Hills Churches
Rev. James Henderson, Calvary Church
Rev. Chris Zorn, John Calvin Church
Rev. Fred Horner, First Church (Greensboro)
Rev. Roger Marrow, V.A. Hospital
Rev. Jim Mitcham, Shady Side Church

Rev. Pat Stewart, First Christian Church
Rev. Lisa Mullen, First Church (High Point)
Rev. Jesse Bledsoe, First Church (Pilot Mountain)
Miss Amy Garrison, Highland Church
Miss Teriyaki Garner, Cameron Church

John E. Bolton vs. Alamance Church Session

Matters related to the complaints of Mr. John E. Bolton against the Session of the Alamance Church are reported by Salem's Permanent Judicial Commission in a separate paper entitled, "Permanent Judicial Commission - Salem Presbytery - July 1, 1992 (see Appendix G, pp. 167-170).

Upcoming Meetings of Presbytery

October 3, 1992, Glendale Springs Church, Glendale Springs, NC
February 6, 1993, Seeking a host church -- maybe yours?
April 27, 1993, Seeking a host church -- maybe yours?
July 23-24, 1993, Lees-McRae College, Banner Elk, NC
October 5, 1993, Seeking a host church -- maybe yours?

RESOLUTIONS COMMITTEE

John Truitt and Larry Summey presented and Presbytery adopted the following resolution.

ACTION:

30. Presbytery approved the following resolution and included it in the Minutes of this Fifteenth Stated Meeting of Salem Presbytery:

RESOLUTION OF THANKS

There once was a Presbytery called Salem,
who knew their faith would never fail 'em.
When they came in the July heat
to North Wilkesboro to meet
and wonderful hosts were there to hail 'em.

Our theme presenters on Congregational Life
with not ready for prime time actors,
brought vividly alive all church factors.

The nineteen building blocks
almost knocked us off our socks.

We bought land in order to expand.
And when we learned we had a YAD,
we knew things weren't all that bad.

In that spirit we submit the following resolution:

Whereas, the Rev. Cindy Higgins moved us through a full agenda with wisdom and dispatch; and

Whereas, John Handley's moving sermon within the service of Holy Communion brought us face to face with the Living Christ; and

Whereas, we are indebted to Rev. Welton Seal, Pastor, First Baptist Church, North Wilkesboro, for enriching our ecumenical awareness; and

Whereas, the congregation of North Wilkesboro Presbyterian church provided us with cool mountain air inside the building along with a pleasant and delightful meal, refreshments, and facilities; and

Whereas, we rejoice in the commissioning of Charles and Marian Cameron as Volunteers in Mission; and

Whereas, we rejoice in the reception of our new Associate Presbyter for Care and Development of Leadership, Rev. Mike Warren, and Rev. Steve Moss and Rev. Tom Lane who will minister among us; and

Whereas, our commissioners to the 204th General Assembly and our commissioners to the Synod of the Mid-Atlantic reported in such a lively and fresh way, we felt we were there;

For all these many blessings and more, we give praise to God with thanksgiving.

ADJOURNMENT AND BENEDICTION

There being no further business, the Fifteenth Stated Meeting of Salem Presbytery was adjourned at 4:03 p.m. with prayer by the Vice-Moderator.

Attested:

John M. Handley

John M. Handley

APPENDIX A

SALEM PRESBYTERY
FIFTEENTH STATED MEETING
NORTH WILKESBORO PRESBYTERIAN CHURCH
NORTH WILKESBORO, NORTH CAROLINA

DOCKET

July 18, 1992

***Denotes Order of the Day**

*** 9:00 a.m.**	CALL TO ORDER, HYMN, and PRAYER (1 min.)	*Rudy Boone*
	ORGANIZATION OF PRESBYTERY (28 min.) Declaration of Quorum Adoption of Docket Welcome Introductions Ecumenical Visitor: *Rev. Welton Seal, Pastor* *First Baptist Church* Communications Appointment of Standing Committees	*Rudy Boone*
	OMNIBUS MOTION (1 min.)	*Neel Fleming*
	CONGREGATIONAL LIFE THEME PRESENTATION (40 min.) Rev. Pat Stewart, Moderator	
	CHURCH IN THE WORLD DIVISION Racial Ethnic Committee	*Sam Stevenson*
	ADMINISTRATIVE SERVICES DIVISION Budget & Finance/Stewardship Education, 1993 Budget (15 min.)	*John Milholland*
	BILLS AND OVERTURES COMMITTEE (10 min.)	
	PERSONNEL COMMITTEE (20 min.) Presentation of *the Rev. A. Michael Warren,* Nominee for Associate Presbyter for Care and Development of Leadership	*Rosa Yourse*
	GENERAL ASSEMBLY COMMISSIONERS REPORT (25 min.)	
	TELLIT (5 min.)	
	NOMINATIONS COMMITTEE (15 min.)	*Martha Lou Anderson*
	WORSHIP AND COMMUNION (60 min.) Preacher: *The Rev. Dr. John Handley*	
***12:30**	LUNCH	
*** 1:15**	PRAYERS OF INTERCESSION AND DEDICATION OF PENNIES/2 CENTS-A-MEAL OFFERING	
	EXAMINATIONS COMMITTEE (15 min.) Steve Moss, Pastor, Thyatira Michael Warren, Associate Presbyter for Care and Development of Leadership	*Woody Alexander*
	COMMITTEE ON MINISTRY (15 min.)	*Laura Spangler*

	PREPARATION FOR MINISTRY (15 min.) **Robert Spach, First (Winston-Salem)**	***David Daniel***
	REPORT OF SYNOD COMMISSIONERS (20 min.)	
	REFLECTIONS ON SALEM PRESBYTERY (15 min.)	***Willie Garvin***
	CHURCH IN THE WORLD DIVISION (20) **Hunger Committee** **Peacemaking Committee**	 ***Charles Cameron*** ***Chris East***
	COUNCIL (15 min.)	***Neel Fleming***
	CHURCH DEVELOPMENT DIVISION **Church Development Committee (15 min.)**	 ***Bill Hylton***
	STATED CLERK'S REPORT (5 min.)	
	RESOLUTIONS COMMITTEE (5 min.)	
*** 3:50 p.m.**	**ADJOURNMENT**	

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
July 18, 1992

A. Supporting information on minister changes:

1. To other presbyteries

: Reagan Gibbs to Loch Willow Church, Churchville, VA, Pastor, Shenandoah Presbytery

2. From other presbyteries

: Stephen A. Moss - called to Thyatira Church as Pastor from West Virginia Presbytery
- Certificate of Dismission from West Virginia Presbytery
- Call Forms
- Installation Commission

: Michael Poulos
- Certificate of Dismissal from Greater Atlanta Presbytery

: A. Michael Warren - called as Associate Presbyter for Care & Development of Leadership from West Virginia Presbytery
- Receive pending receipt of Certificate of Dismission
- Terms of Call in Personnel Committee Report
- Council to be responsible for planning Installation

3. Within Presbytery

: Thomas Kelsey Lane - to be installed as Presbyterian Campus Minister, UNC-G
- Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commission

1. Michael Poulos as Associate Pastor at First Church (Greensboro)

Reference: Committee on Ministry

C. Application to Become Candidate for the Office of Minister of the Word

1. Robert Spach of First Church (Winston-Salem)

Reference: Preparation for Ministry

D. Permission to Labor within Salem Presbytery

None

E. Request for Honorable Retirement

1. Ernest M. Bradford

Reference: Committee on Ministry

F. Report of Review of Salem Minutes by the Synod of the Mid-Atlantic.

The minutes of the Presbytery of Salem be approved with exceptions.

: No report of statistical information to the General Assembly.
: Guidelines for review of session records present but no report on results of the review.
: No AAEEO statements with calls.

Reference: Stated Clerk

G. Overture from Pine Hall Session concerning staffing pattern for Salem.

Reference: Bills & Overtures Committee

H. Response of the 204th (1992) General Assembly to three Salem Overtures

Reference: Stated Clerk's Report

I. Reports of Salem Commissioners to the 204th General Assembly from:

W. Graham Lynch
Connell Osborne
Robert A. Edwards
Robert M. Matthews
Mary Boyd Click

Reference: Stated Clerk

J. Reports of Salem Commissioners to the Synod of the Mid-Atlantic meeting from:

D. J. Walker, Jr.
Paul N. Ridolfi
Robert Lee
J. Roger Marrow
Margaret S. Marks
Chris Zorn
Mack Dagenhart
Horace Penn
Nancy Spann
Jesse Bledsoe
James Henderson
J. Willard Hobbs
Dorothy Mintz
David Smith
James Mitcham
Claude A. Graves

Reference: Stated Clerk

K. Letter from Cooke & Cooke Attorneys at Law with Certificate of Title for Oak Ridge new church development property in Guilford County.

Reference: Council as Trustees

L. Report of Verdict in trial of Elder John E. Bolton, Jr. v. Alamance Church Session.

Reference: Stated Clerk Report

M. Letter from Clerk of Session of Madison Church.

Reference: Committee on Ministry

MINUTES OF COMMISSION ADMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain/install ministers.

ORDINATION/INSTALLATION OF MICHAEL J. POULOS AS ASSOCIATE PASTOR OF THE FIRST PRESBYTERIAN CHURCH (GREENSBORO)

The Commission appointed by Salem Presbytery to ordain and install Michael J. Poulos as Associate Pastor of First Presbyterian Church (Greensboro), met at First Presbyterian Church (Greensboro) on July 12, 1992, at 10:45 a.m. The meeting was called to order by Hewon Han. The prayer was offered by Lisa Mullen. The following members were present: Ministers Joseph M. Garrison, Hewon Han, Jerold D. Shetler, Lisa M. Mullen; Elders Larry L. Dimmock and E. Jackson Harrington, Jr. Hewon Han was elected Moderator and Lisa Mullen, Clerk of the Commission. Guest minister John E. Westlund of Greater Atlanta Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in worship at 11:15 a.m., the Moderator presiding. Jerold D. Shetler preached the sermon using as his text Jeremiah 1:4-10 and Luke 4:16-21 and his topic, "A Candid Look At Christian Ministry". Hewon Han propounded the constitutional questions to the minister and to the congregation. John E. Westlund offered the prayer of ordination and installation. Michael J. Poulos was declared duly ordained and installed as Associate Pastor of First Presbyterian Church (Greensboro) according to the Constitution of the Presbyterian Church (U.S.A.). E. Jackson Harrington, Jr. charged the Associate Pastor, and Joseph M. Garrison charged the congregation.

Michael J. Poulos, the newly ordained and installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes and closed its meeting with prayer.

SCHEDULE OF MISSION RECEIPTS

PIN # 150-584
Salem Presbytery

Date: May 31,1992

DESCRIPTION	SPECIAL OFFERINGS AND SPECIAL GIVING BEYOND ADOPTED BUDGETS				UNIFIED GIVING AND SELECTED GIVING FOR ADOPTED BUDGETS				TOTAL MISSION RECEIPTS			
	1989	1990	1991	1992	1989	1990	1991	1992	1989	1990	1991	1992
January	2,414	19,630	27,127	21,511.08	59,670	65,379	157,476	146,540.87	62,084	85,009	184,603	168,051.95
February	15,977	17,383	20,448	13,907.06	121,091	121,630	108,207	105,988.56	137,068	139,013	128,655	119,895.62
March	16,489	27,777	20,433	16,893.82	158,330	253,171	135,501	116,641.27	174,819	280,948	155,934	133,535.09
April	41,499	14,763	46,966	44,019.37	217,785	117,778	164,837	197,107.30	259,284	132,541	211,803	241,126.67
May	22,532	46,095	24,161	29,867.38	132,880	125,758	178,429	158,770.88	155,412	171,853	202,590	188,638.26
June	21,694	33,638	22,625		128,675	249,021	159,840		150,369	282,659	182,465	
July	15,751	9,473	19,751		204,882	113,058	141,813		220,633	122,532	161,564	
August	18,828	29,876	12,145		118,059	133,614	112,460		136,887	163,490	124,605	
September	12,743	6,882	13,041		159,260	83,536	206,943		172,002	90,418	219,984	
October	35,228	14,251	26,623		184,967	177,992	118,447		220,195	192,243	145,070	
November	24,528	23,073	16,038		130,171	193,496	106,385		154,699	216,569	122,424	
December	76,727	81,180	97,416		295,133	226,213	338,325		371,860	307,393	435,741	
TOTAL RECEIPTS	304,409	324,021	346,775	126,198.71	1,910,902	1,860,648	1,928,663	725,048.88	2,215,311	2,184,669	2,275,438	851,247.59
BUDGETED MISSION RECEIPTS					1,970,359	1,972,834	2,000,000	2,032,000.00				2,032,000.00
CLASSIFICATION OF MISSION RECEIPTS												
Giving for Adopted Budgets												
Unified Giving					1,769,222	1,708,415	1,785,366	680,073.50	1,769,222	1,708,415	1,785,366	680,073.50
Selected Giving					141,681	152,233	143,297	44,975.38	141,681	152,233	143,297	44,975.38
Giving beyond Adopted Budgets												
Special Offerings	113,940	131,707	130,345	67,524.10					113,940	131,707	130,345	67,524.10
Selected Giving	190,469	192,314	216,430	58,674.61					190,469	192,314	216,430	58,674.61
YTD SUMMARY OF ACTUAL RECEIPTS												
Percentages					35.007%	34.657%	37.222%	35.682%				
Dollars					689,755	683,717	744,450	725,048.88				

SALEM PRESBYTERY
1993 Proposed Budget

INCOME:	1991 Actual	1992 Budget	1993 Proposed Budget
Benevolence Giving	$1,928,663.00	$2,032,000.00	$2,000,000.00
Presbyterian Hunger Program	$9,250.00	$10,000.00	$8,000.00
Program Receipts	$32,745.00	$14,000.00	$21,650.00
Hsinchu	$1,200.00	$1,200.00	$1,200.00
Miscellaneous	$132.50		$3,613.71
Interest Income	$12,381.31		
TOTAL REVENUE	$1,984,371.81	$2,057,200.00	$2,034,463.71
EXPENSES:			
ADMINISTRATION COSTS			
Executive Presbyter/S.C.			
Salary/Housing	$49,888.54	$50,810.71	$50,810.71
Pension	$13,963.29	$15,315.36	$15,315.36
Social Security	$3,816.54	$3,887.02	$3,887.02
Dental Ins.	$413.08	$429.88	$413.08
Continuing Education	$1,263.13	$1,200.00	$1,200.00
Travel	$4,637.01	$4,500.00	$4,500.00
Total	$73,981.59	$76,142.97	$76,126.17
Assoc. Finance & Bus. Affairs/Trea			
Salary	$40,015.56	$41,015.89	$41,015.89
Pension	$10,404.03	$11,484.45	$11,484.45
Social Security	$3,061.19	$3,137.72	$3,137.72
Dental Ins.	$301.48	$312.08	$206.48
Continuing Education	$832.09	$1,000.00	$1,000.00
Travel	$1,096.21	$2,500.00	$2,500.00
Total	$55,710.56	$59,450.14	$59,344.54
Assoc. Presby./Care & Leadership			
Salary/Housing	$39,431.60	$40,092.42	$38,000.00
Pension	$11,036.52	$11,653.06	$11,453.96
Social Security	$3,016.52	$3,067.07	$2,907.00
Dental Ins.	$206.48	$217.08	$206.48
Continuing Education	$846.83	$1,000.00	$1,000.00
Travel	$2,935.25	$4,000.00	$4,000.00
Total	$57,473.20	$60,029.63	$57,567.44
Assoc. Presby./Congre. Life			
Salary/Housing	$39,237.64	$39,893.69	$39,893.69
Pension	$10,982.25	$10,771.30	$12,024.76
Social Security	$3,001.68	$3,051.87	$3,051.87
Dental Insurance	$728.92	$768.20	$728.92
Continuing Education	$902.69	$1,000.00	$1,000.00
Travel	$1,800.91	$3,500.00	$3,500.00
Total	$56,654.09	$58,985.06	$60,199.24
Hunger Action Enabler			
Salary/Housing	$18,708.30	$18,990.83	$18,990.83
Pension	$5,236.22	$5,724.22	$5,724.22
Social Security	$1,431.18	$1,452.80	$1,452.80
Dental	$206.48	$217.08	$206.48
Continuing Education	$224.90	$500.00	$500.00
Travel	$757.72	$1,250.00	$1,250.00
Total	$25,564.80	$28,134.93	$28,124.33
Sub Total Program Staff	$269,384.24	$282,742.73	$281,361.72

NON EXEMPT STAFF			
Salaries/Benefits	$135,172.43	$139,413.46	$144,748.99
Travel	$680.52	$800.00	$800.00
Continuing Education	$423.00	$500.00	$750.00
Overtime/Bonus	$3,225.29	$1,000.00	$1,000.00
Pritchett (Orange Presbytery Retirement Subsidy)	$8,740.00	$8,740.00	$8,740.00
Sub Total Non-exempt staff	$148,241.24	$150,453.46	$156,038.99
TOTAL STAFF COMPENSATION	$417,625.48	$433,196.19	$437,400.71
Office Costs			
Rent/Utilities	$23,550.00	$24,000.00	$24,000.00
Telephone	$9,864.33	$11,000.00	$10,000.00
Custodial	$1,980.00	$2,100.00	$2,100.00
Service/Maintenance	$19,083.97	$18,000.00	$18,000.00
Office Supplies	$6,030.10	$5,000.00	$5,500.00
Postage	$3,545.24	$4,750.00	$4,750.00
Equipment Maintenance	$1,598.26	$3,000.00	$3,000.00
Equipment Purchase	$8,007.47	$4,000.00	$5,000.00
Audit/Legal	$7,000.00	$7,650.00	$7,650.00
Insurance	$5,889.81	$6,000.00	$5,000.00
Miscellaneous	$1,655.55	$200.00	$200.00
Legal Fees	$650.00	$500.00	$500.00
Sub Total	$88,854.73	$86,200.00	$85,700.00
TOTAL ADMINISTRATION COSTS	$506,480.21	$519,396.19	$523,100.71
GOVERNING BODY FUNCTIONS			
Council Costs	$9,091.46	$8,224.62	$8,050.00
Black Caucus	$1,407.96	$1,481.25	$1,481.00
Special Focus Project	$.00	$.00	$20,000.00
Evaluation & Goals	$.00	$800.00	$1,500.00
Nominating Committee	$468.75	$731.25	$500.00
Permanent Judicial Commission	$3,215.28	$3,618.75	$2,000.00
Representation Committee	$76.57	$66.25	$66.00
Stated Clerk/Presbytery	$17,687.77	$11,267.28	$12,340.00
Miscellaneous	$.00	$.00	$.00
Women of Color	$718.16	$1,263.75	$2,500.00
Self Development Committee	$243.90	$.00	$.00
Bi-Centennial Committee	$749.75	$2,000.00	$.00
TOTAL GOVERNING BODY FUNCTIONS	$33,659.60	$29,453.15	$48,437.00
ADMINISTRATIVE SERVICES DIVISION			
Division Costs	$331.60	$128.13	$128.00
Communication Committee	$10,249.97	$12,150.00	$10,300.00
Budget/Finance Committee	$1,650.75	$726.30	$726.00
Personnel Committee	$1,518.16	$1,259.38	$1,250.00
TOTAL ADMINISTRATIVE SER. DIV.	$13,750.48	$14,263.81	$12,404.00

CHURCH DEVELOPMENT DIVISION			
Division Costs	$1,259.39	$5,104.44	$4,100.00
Church Development Committee	$.00	$76,328.00	$120,000.00
Evangelism Committee	$2,277.72	$3,515.86	$5,000.00
Small Church Committee	$123,843.59	$133,220.98	$134,000.00
TOTAL CHURCH DEVELOPMENT DIV.	$127,380.70	$218,169.28	$263,100.00
CHURCH IN THE WORLD DIVISION			
Division Costs	$926.71	$2,350.00	$4,200.00
Urban Ministry Grants	$32,500.00	$30,740.00	$28,500.00
Hunger Committee	$1,073.64	$1,025.00	$2,000.00
Peacemaking	$1,850.68	$2,142.50	$1,800.00
Social Justice Committee	$3,757.86	$3,425.00	$3,000.00
Criminal Justice Committee	$10,054.98	$11,271.25	$10,600.00
Women's Ministry Committee	$1,660.29	$1,762.50	$2,000.00
Racial Ethnic Committee	$78.01	$197.35	$1,000.00
Higher Education Committee	$23,134.02	$23,368.75	$23,175.00
International Missions Committee	$3,901.45	$6,150.00	$3,750.00
Ecumenical Missions Committee	$380.49	$768.75	$515.00
TOTAL CHURCH/WORLD DIVISION	$79,318.13	$83,201.10	$80,540.00
COMMITTEE ON MINISTRY			
Examinations Committee	$1,389.85	$1,512.50	$1,400.00
Committee Expenses	$4,269.10	$4,537.50	$5,000.00
Calls & Vacancies Committee	$14,613.10	$4,325.00	$3,325.00
Conciliation Committee	$1,922.52	$2,275.00	$3,550.00
Visitation Committee	$180.94	$2,807.58	$2,588.00
Preparation for Ministry Committee	$18,012.48	$20,525.00	$18,525.00
Professional Development Committee	$1,937.12	$2,325.00	$2,900.00
Professional Support Committee	$5,160.97	$6,894.00	$9,500.00
Compensation/Retirement Commmittee	$5,026.01	$1,925.00	$2,000.00
TOTAL COMMITTEE ON MINISTRY	$52,512.09	$47,126.58	$48,788.00
CONGREGATIONAL LIFE DIVISION			
Division Costs	$288.77	$406.25	$400.00
Pathways Committee	$6,996.88	$11,700.00	$10,700.00
Educational Ministry Committee	$3,256.32	$4,212.50	$5,250.00
Stewardship Education Committee	$841.66	$1,367.31	$1,498.00
Worship and Music Committee	$798.43	$915.63	$1,225.00
Resource Centers Committee	$3,716.26	$5,003.13	$4,375.00
Youth Ministry Committee	$15,376.11	$13,075.00	$17,525.00
Children's MInistry Committee	$2,151.12	$2,162.50	$2,850.00
Singles Committee	$1,336.13	$2,000.00	$1,500.00
Adult Ministry Committee	$1,479.74	$2,200.00	$2,200.00
Presbyterian Men	$548.35	$2,000.00	$1,000.00
Spiritual Formation and Enrichment	$1,374.16	$1,367.50	$1,368.00
TOTAL CONGREGATIONAL LIFE DIV.	$38,163.93	$46,409.82	$49,891.00

OUTDOOR MINISTRIES			
Outdoor Ministries Division	$657.60	$2,875.03	$800.00
Camp Grier	$33,514.00	$34,012.00	$33,543.00
Camps New Hope/Presbyterian Point	$92,930.00	$83,333.04	$80,260.00
Admin. Cost/New Hope/Presby Point	$3,600.00	$3,600.00	$3,600.00
TOTAL OUTDOOR MINISTRIES	$130,701.60	$123,820.07	$118,203.00
TOTAL PRESBYTERY OPERATIONS	$981,966.74	$1,081,840.00	$1,144,463.71
ASSESSMENTS			
General Assembly	$145,210.23	$166,272.48	$166,272.00
Synod of the Mid-Atlantic	$96,152.70	$94,298.05	$94,298.00
BUDGETED BENEVOLENCE			
General Assembly	$454,789.77	$433,167.52	$393,728.00
Synod of the Mid-Atlantic	$283,847.30	$281,621.95	$235,702.00
TOTAL EXPENSES	$1,961,966.74	$2,057,200.00	$2,034,463.71
Excess Income/Expenditure	$22,405.07	$.00	$.00

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12) 5 MONTHS
GENERAL FUND
REPORT DATE: 05/31/92

ACCOUNT		ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
INCOME							
REVENUE & SUPPORT							
141000	BENEVOLENCE GIVING	1,056,640.00	82,460.86	88,053.33	331,713.26	440,266.67	108,553.41
141100	PRIOR YR BENEVOLENCES	.00	.00	.00	44,812.16	.00	44,812.16+
141200	HSINCHU PRESBY	1,200.00	.00	100.00	.00	500.00	500.00
141300	VALIDATED CAUSES - RF	.00	.00	.00	30.42	.00	30.42+
		1,057,840.00	82,460.86	88,153.33	376,555.84	440,766.67	64,210.83
PROGRAM RECEIPTS							
142001	YOUTH TRIENNIUM	.00	6,090.00	.00	7,625.00	.00	7,625.00+
142002	KALEIDOSCOPE EVENT	2,000.00	.00	166.67	2,290.00	833.33	1,456.67+
142003	FACE-TO-FACE	.00	.00	.00	.00	.00	.00
142004	PASTOR/EDUCATOR WORKSHOP	400.00	.00	33.33	620.65	166.67	453.98+
142005	PATHWAYS EVENT	4,450.00	.00	370.83	.00	1,854.17	1,854.17
142006	MIDDLE SCHOOL RETREAT	1,000.00	.00	83.33	6,475.00	416.67	6,058.33+
142007	SENIOR HIGH RETREAT	3,500.00	.00	291.67	.00	1,458.33	1,458.33
142008	SPRING YOUTH RALLY	1,000.00	.00	83.33	.00	416.67	416.67
142009	TEACHER'S WORKSHOP	150.00	170.00	12.50	170.00	62.50	107.50+
142010	INTN'L MISSION CONFERENCE	1,100.00	.00	91.67	1,135.00	458.33	676.67+
142011	SMALL CHURCH RETREAT	.00	365.00	.00	610.00	.00	610.00+
142012	EVANGELISM CONFERENCE	.00	.00	.00	.00	.00	.00
142013	MISSION YEARBOOKS	.00	25.00	.00	100.00	.00	100.00+
142014	SPIRITUAL RETREAT	.00	.00	.00	.00	.00	.00
142015	CO-OP CAMPUS MINISTRY	.00	.00	.00	.00	.00	.00
142018	EDUCATOR TRAINING/RETREAT	400.00	.00	33.33	.00	166.67	166.67
142019	WORSHIP & MUSIC WORKSHOP	.00	.00	.00	258.00	.00	258.00+
142020	STEWARDSHIP WORKSHOP	.00	.00	.00	.00	.00	.00
142021	INTERIM PASTOR'S WORKSHOP	.00	.00	.00	1,396.43	.00	1,396.43+
142022	EVANGELISM RETREATS	.00	.00	.00	250.00	.00	250.00+
		14,000.00	6,650.00	1,166.66	20,930.08	5,833.34	15,096.74+
OTHER REVENUE/TRANSFERS							
144001	INTEREST ON INVESTMENTS	.00	.00	.00	.00	.00	.00
144002	SALES TAX REFUND	.00	.00	.00	.00	.00	.00
144003	SALE OF ASSETS	.00	.00	.00	.00	.00	.00
144004	REFUND ON PRIOR-YEAR EXP.	.00	.00	.00	722.55	.00	722.55+
144005	OTHER RECEIPTS	.00	.00	.00	.00	.00	.00
144006	PRESBY HUNGER PROGRAM	10,000.00	270.00	833.33	6,110.00	4,166.67	1,943.33+
144010	EXPENDITURE REIMBURSEMENT	.00	.00	.00	.00	.00	.00
		10,000.00	270.00	833.33	6,832.55	4,166.67	2,665.88+
TOTAL REVENUE & SUPPORT		1,081,840.00	89,380.86	90,153.32	404,318.47	450,766.68	46,448.21
TOTAL INCOME		1,081,840.00	89,380.86	90,153.32	404,318.47	450,766.68	46,448.21

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12) 5 MONTHS
GENERAL FUND
REPORT DATE: 05/31/92

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
EXPENSES						
ADMINISTRATION COSTS						
SALARY/HOUSING/ETC.						
TOTAL SALARY/HOUSING/ETC.	380,636.10	23,158.68	24,669.48	165,394.39	165,648.58	254.19
TOTAL CONTINUING EDUCATION	5,200.00	39.50	433.33	2,391.04	2,166.65	224.39+
TOTAL TRAVEL	16,050.00	356.21	1,337.50	6,831.54	6,687.50	144.04+
TOTAL RELATED EXPENSES	31,310.09	2,499.97	2,609.17	11,605.41	13,045.85	1,440.44
TOTAL OFFICE COSTS	86,200.00	2,681.27	7,183.34	36,208.02	35,916.64	291.38+
TOTAL ADMINISTRATION COSTS	519,396.19	28,735.63	36,232.82	222,430.40	223,465.22	1,034.82
GOVERNING BODY						
TOTAL COUNCIL COSTS	6,224.62	369.13	518.72	2,537.27	2,593.57	56.30
TOTAL SELF DEVELOPMENT	.00	.58	.00	67.51	.00	67.51+
TOTAL BLACK CAUCUS	1,481.25	.00	123.44	.00	617.19	617.19
TOTAL BICENTENNIAL	2,000.00	332.26-	166.67	587.27-	833.33	1,420.60
TOTAL GOALS & EVALUATIONS CMTE	800.00	14.43	66.67	103.05	333.31	230.26
TOTAL NOMINATING COMMITTEE	731.25	5.51	60.93	241.72	304.69	62.97
TOTAL PERMANENT JUDICIAL CMTE	3,618.75	.00	301.57	109.90	1,507.81	1,397.91
TOTAL WOMEN OF COLOR	1,263.75	43.80	105.31	149.38	526.57	377.19
TOTAL REPRESENTATION CMTE	66.25	.00	5.53	.00	27.60	27.60
TOTAL STATED CLERK EXPENSE	11,267.28	2,758.54	938.95	6,291.96	4,694.73	1,597.23+
TOTAL GOVERNING BODY	27,453.15	2,859.73	2,287.79	8,913.52	11,438.80	2,525.28
ADMINISTRATIVE SERVICES						
TOTAL DIVISION COSTS	128.13	.00	10.68	.00	53.39	53.39
TOTAL BUDGET & FINANCE CMTE	726.30	245.87	60.52	373.35	302.63	70.72+
TOTAL COMMUNICATIONS COMMITTEE	12,150.00	.00	1,012.51	1,627.26	5,062.53	3,435.27
TOTAL PERSONNEL COMMITTEE	1,259.38	542.28	104.95	886.90	524.75	362.15+
TOTAL ADMINISTRATIVE SERVICES	14,263.81	788.15	1,188.66	2,887.51	5,943.30	3,055.79
CHURCH DEVELOPMENT DIV						
TOTAL DIV OPERATIONAL COSTS	5,104.44	98.51	425.37	842.55	2,126.85	1,284.30
TOTAL CHURCH DEVELOPMENT	76,328.00	.00	6,360.67	856.24	31,803.33	30,947.09
TOTAL EVANGELISM COMMITTEE	5,515.86	95.86	459.65	3,710.54	2,298.26	1,412.28+
TOTAL SMALL CHURCH COMMITTEE	3,880.00	2,616.15	323.33	3,435.53	1,616.71	1,818.82+
TOTAL SMALL CHURCH SUPPORT	129,340.98	8,921.82	10,695.07	45,854.41	53,475.42	7,621.01
TOTAL CHURCH DEVELOPMENT DIV	220,169.28	11,732.34	18,264.09	54,699.27	91,320.57	36,621.30

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12) 5 MONTHS
GENERAL FUND
REPORT DATE: 05/31/92

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
CHURCH IN THE WORLD DIV						
TOTAL DIV OPERATIONAL COSTS	2,350.00	.29	195.83	2,484.69	979.17	1,505.52+
TOTAL CRIMINAL JUSTICE CMTE	11,271.25	753.76	939.28	3,821.65	4,696.37	874.72
TOTAL ECUMENICAL CONCERNS CMTE	768.75	.00	64.04	44.50	320.29	275.79
TOTAL HUNGER COMMITTEE	1,025.00	151.25	85.42	932.46	427.10	505.36+
TOTAL INTERN'TL MISSIONS CMTE	6,150.00	143.81	512.51	3,215.91	2,562.57	653.34+
TOTAL PEACEMAKING COMMITTEE	2,142.50	64.02	178.54	566.56	892.69	326.13
TOTAL RACIAL ETHNIC COMMITTEE	197.35	1.90	16.44	61.90	82.24	20.34
TOTAL URBAN MINISTRIES GRANT	30,740.00	4,250.00	2,561.66	14,240.04	12,808.34	1,431.70+
TOTAL WOMEN'S MINISTRY CMTE	1,762.50	.00	146.89	469.13	734.35	265.22
TOTAL SOCIAL JUSTICE CMTE	3,425.00	63.05	285.41	1,661.55	1,427.05	234.50+
TOTAL HIGHER EDUCATION CMTE	23,368.75	1,590.82	1,947.39	12,256.01	9,736.97	2,519.04+
TOTAL CHURCH IN THE WORLD DIV	83,201.10	7,018.90	6,933.41	39,754.40	34,667.14	5,087.26+
CONGREGATIONAL LIFE DIV						
TOTAL DIVISION COSTS	406.25	16.85	33.86	18.87	169.30	150.43
TOTAL PATHWAYS COMMITTEE	700.00	72.00	58.32	186.76	291.60	104.84
TOTAL PATHWAYS TO LEADERSHIP	11,000.00	.00	916.66	122.40	4,583.30	4,460.90
TOTAL EDUCATIONAL MINISTRY CMTE	4,212.50	23.71	351.02	1,663.65	1,755.10	91.45
TOTAL STEWARDSHIP ED COMMITTEE	1,367.31	3.23	113.94	95.14	569.72	474.58
TOTAL YOUTH MINISTRY COMMITTEE	13,075.00	6,682.35	1,089.59	13,798.96	5,447.93	8,351.03+
TOTAL CHILDREN'S MINISTRY CMTE	2,162.50	230.11	180.20	852.97	901.00	48.03
TOTAL ADULT MINISTRY COMMITTEE	2,200.00	62.83	183.35	193.13	916.73	723.60
TOTAL SINGLES MINISTRY CMTE	2,000.00	81.23	166.67	239.00	833.35	594.35
TOTAL PRESBYTERIAN MEN'S CMTE	2,000.00	53.20	166.66	67.70	833.36	765.66
TOTAL WORSHIP & MUSIC CMTE	915.63	.67	76.31	264.64	381.53	116.89
TOTAL SPIRITUAL FORMATION CMTE	1,367.50	.00	113.95	122.23	569.75	447.52
TOTAL RESOURCE CENTER COMMITTEE	603.13	50.85	50.25	177.84	251.25	73.41
TOTAL RESOURCE CENTERS	4,400.00	202.90	366.66	831.88	1,833.32	1,001.44
TOTAL CONGREGATIONAL LIFE DIV	46,409.82	7,479.93	3,867.44	18,635.17	19,337.24	702.07
COMMITTEE ON MINISTRY						
TOTAL CMTE ON MIN OPERATIONAL	4,537.50	361.01	378.13	1,614.52	1,890.62	276.10
TOTAL CALLS & VACANCIES CMTE	4,325.00	20.60	360.40	2,839.85	1,802.08	1,037.77+
TOTAL CONCILIATION COMMITTEE	2,275.00	826.58	189.58	1,097.64	947.90	149.74+
TOTAL VISITATION COMMITTEE	2,807.58	.00	233.96	181.49	1,169.79	988.30
TOTAL PROFESSIONAL SUPPORT CMTE	6,894.00	28.50	574.51	2,605.70	2,872.49	266.79
TOTAL COMPENSATION/RETIREMENT	1,925.00	84.27	160.41	1,084.27	802.07	282.20+
TOTAL PREPARATION FOR MINISTRY	20,525.00	227.22	1,710.42	9,915.65	8,552.10	1,363.55+
TOTAL PROFESSIONAL DEVELOPMENT	2,325.00	17.00	193.75	14.27-	968.75	983.02
TOTAL EXAMINATIONS COMMITTEE	1,512.50	116.79	126.04	524.88	630.20	105.32
TOTAL COMMITTEE ON MINISTRY	47,126.58	1,681.97	3,927.20	19,849.73	19,636.00	213.73+

SALEM PRESBYTERY
SUMMARIZED ANALYSIS OF REVENUE AND EXPENSES
(12/12) 5 MONTHS
GENERAL FUND
REPORT DATE: 05/31/92

ACCOUNT	ANNUAL BUDGET	CURRENT MONTH (THIS YEAR)	MONTHLY BUDGET	YEAR TO DATE (THIS YEAR)	BUDGET TO DATE	OVER(+) BUDGET - YEAR
OUTDOOR MINISTRIES CMTE						
TOTAL COMMITTEE OPERATIONS	2,875.03	.00	239.59	160.74	1,197.93	1,037.19
TOTAL CAMP SUBSIDIES	120,945.04	10,336.41	10,336.42	51,682.17	51,682.10	.07+
TOTAL OUTDOOR MINISTRIES CMTE	123,820.07	10,336.41	10,576.01	51,842.91	52,880.03	1,037.12
TOTAL EXPENSES	1,081,840.00	70,633.06	83,277.42	419,012.91	458,688.30	39,675.39
NET TOTALS		18,747.80		14,694.44-		6,772.82

ASSETS

CASH AVAILABLE			
110100	CASH IN CHECKING ACCT.	$80,127.87	
110200	PETTY CASH	$50.00	
111200	CERTIFICATE OF DEPOSIT	$.00	
111400	MONEY MANAGEMENT ACCOUNT	$54,348.89	
	TOTAL CASH AVAILABLE		$134,526.76
RECEIVABLES			
115500	ACCOUNTS RECEIVABLE	$.00	
115600	ACCOUNTS REC - CAMP GRIER	$.00	
116800	YEAR-END RECEIVABLES	$.00	
116905	DAVIDSON	$.00	
116906	CATAWBA	$.00	
116907	FORSYTH	$661.74	
116909	IREDELL	$.00	
116911	MECKLENBURG	$102.40	
116915	WAKE	$.00	
116917	GUILFORD	$289.46	
	TOTAL RECEIVABLES		$1,053.60
PREPAID EXPENSES			
117002	INSURANCE	$.00	
117003	CONTRACTS	$.00	
117004	POSTAGE	$.00	
117008	ANNUITIES	$.00	
117010	SALARIES AND TAXES	$.00	
117013	OFFICE SUPPLIES	$.00	
117016	PROGRAMS	$.00	
	TOTAL PREPAID EXPENSES		$.00
TOTAL ASSETS			$135,580.36

LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS

CURRENT LIABILITIES			
ACCOUNTS PAYABLE			
120400	ACCOUNTS PAYABLE	$.00	
120600	YEAR-END PAYABLES	$.00	
			$.00
DUE TO / DUE FROM			

124800	LOAN-GRANT FUND	$5,052.58-	
124900	RESTRICTED FUND	$430.03-	
		$5,482.61-	
PAYROLL PAYABLES			
126000	FICA WITHHELD	$.00	
126100	FEDERAL WITHHOLDING	$.00	
126200	STATE WITHHOLDING	$.00	
126300	MEDICAL INSURANCE	$.00	
126400	ANNUITY WITHHELD	$.00	
126500	DENTAL INS. DEDUCTION	$41.75	
126600	ACCRUED PAYROLL	$.00	
		$41.75	
OTHER LIABILITIES			
128000	UNKNOWN COMMITMENTS	$.00	
128100	DUE ON COMMITMENTS	$3,301.14	
128500	PROGRAM DEPOSITS	$.00	
128600	MISDIRECTED FUNDS	$.00	
128900	MISCELLANEOUS	$.00	
129600	ITEMS TO BE EXTENDED	$.00	
		$3,301.14	
TOTAL CURRENT LIABILITIES			$2,139.72-
FUND BALANCE			
130200	YEAR-END UNSPENT FUNDS	$183,592.77	
130300	UNALLOCATED BALANCE	$.00	
	EXCESS CASH REC'D YTD	$45,872.69-	
TOTAL FUND BALANCE			$137,720.08
TOTAL LIABILITIES, FUND PRINCIPAL & DESIGNATED FUNDS			$135,580.36

1993 MINIMUM SALARY FIGURES

Salary if Manse Provided $17,000
(This is 3% above the 1992 figure.)
$100 SHOULD BE ADDED TO THIS FIGURE FOR EACH YEAR OF EXPERIENCE, UP TO 10 YEARS.

Salary + Housing $22,100
(Housing is $5100, which is 30% of salary.)

Utilities (If Manse is Provided) PROVIDED

Social Security Compensation $ 1,691
(This is based on 7.65% of Salary and Housing.)
Because ministers are self-employed, they must pay their own Social Security. The purpose of this figure is to defray half of that cost. However, for tax purposes this compensation must be considered as salary.

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TOTAL COMPENSATION TO THE MINISTER $23,791

Pension and Major Medical Insurance $ 6,661
(This is based on 28% of The Total Compensation To The Minister.)

Automobile Expense $ 2,800
(This is based on 10,000 miles at 28 cents per mile, which is the IRS designated amount for 1993.)

Continuing Education and Book Allowance $ 550

Four Weeks Vacation PROVIDED

Two Weeks Study Leave PROVIDED

Moving Expenses PROVIDED

At Least One Day Off Per Week PROVIDED

Two Months Maternity Leave With Full Pay PROVIDED

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TOTAL COST TO THE CHURCH $33,802
(The Total Cost To The Church Increase Is $1,326)
(The Percentage Total Increase to The Church is 4.08%)

NEW CHURCH DEVELOPMENT PLAN FOR MINISTRY & PROGRAM GRANT APPLICATION

I. PROJECT IDENTIFICATION:

A. Name and address of the new church development.
Northwest Greensboro New Church Development
(OAK RIDGE PRESBYTERIAN-unofficially)
2614 Oak Ridge Road
Oak Ridge, North Carolina 27310

B. Name of Presbytery and Synod.
Salem Presbytery and Mid-Atlantic Synod

C. Identify the geographical area to be served.
A rural and suburban area with an approximate 5-6 mile radius--map attached.

D. On what date will the organizing pastor be called?
Approximately October 1, 1992.

E. What is the projected year of organization of the new congregation?
1994

F. When is the General Assembly funding expected to begin?
January, 1993

G. State the date this application was completed.
June 25, 1992

II. GOVERNING BODY CONTACT PERSON:
Sam H. Zealy, Jr. 919-272-3183
1403 Sunset Drive
Greensboro, NC 27408

A. What factors stimulated the need for new church development in this community at this time?
The Presbytery recognized a population frontier where there has been no Presbyterian Church presence and an area in which a great deal of new residential construction has taken place.

B. How does this particular new church development implement the mission goals and objectives of the Presbytery and the Synod?

In 1989 the Church Development Comittee for Salem Presbytery was instructed to "set goals for growth, offer training on membership growth and assimilation, assist congregations in redevelopment goals and processes, develop strategy for new church development, project the needs of new churches, assist in establishing loans for congregations, and recommend sites for purchase by presbytery." Presbytery proposes startup of three new churches in the next five years.
The Presbytery mandate is:
"to share the Good news of Jesus Christ,
to serve in the world, and
to build up the Body of Christ."

In the mission statement of the Synod of the Mid-Atlantic the church has three mandates: "to proclaim the work of God, to build up the body of Christ, and to become a servant people." Synod agrees their mission can be completed by "providing those financial, personnel, and program resources necessary for the enhancement of mission by small churches, and the development/redevelopment of congregations in cooperation with its presbyteries and agencies of the General Assembly." The development of this new church in Oak Ridge implements the objectives of both Salem Pressbytery and the Synod of the Mid-Atlantic by witnessing to the love of Jesus Christ by establishing a fellowship of disciples in this community.

C. List the governing bodies of the PCUSA, including neighboring congregations, which have participated in the planning and development of this new church?

Salem Presbytery staff member, Miss Willie Garvin
Salem Presbytery CHURCH DEVELOPMENT COMMITTEE, moderator, Mr. Bill Hylton and the full committee
The Steering Committee is comprised of seven members who represent these churches:
Fellowship Presbyterian, First Pres(Greensboro), Guilford Park Pres, Westminister Pres, and Starmount Presbyterian

Describe any unique characteristics about their involvement in the planning process.

First Presbyterian Church made a grand gift of $100,000 earmarked for a new church about 10 years ago which has been held by Presbytery. Salem Presbytery has purchased the property and buildings thereon at a cost of $205,000. Bill Hylton, Moderator of CDC, and Sam Zealy, Chair of the Steering Committee are both real estate brokers and negotiated the purchase of the property without fee or compensation. Mr. Owen Cooke on the Steering Committee is and attorney who prepared legal documents and did all legal work at no charge--PRO BONO, on the purchase of the property.

D. Is there a nucleus of persons who are prospective charter members of the newly developing congregation ? By whom were they identified? By whom were they gathered? How were they involved in the planning and development of the new church? How did they express their interest and need for this new church. If they have signed a covenant agreement, attach a copy.

Three members of the Steering Committee are keenly interested in being charter members. The Committee members are identifying members of the neighboring churches who live in the geographic area of the church site. A list of 51 families who live in the immediate area of the site have been supplied by the area Presbyterian churches. These church members are being contacted about the new church and their interest is being cultivated. None have signed a covenant agreement yet.

E. Is this new church development part of an ecumenical strategy for new church development in the specific geographical area ? If so, describe how ecumenical agencies, governing bodies, or congregations from other denominations have participated in the planning for this new congregation? Are efforts being made to secure programs grants for this project from denominations other than the PCUSA? If so, list the potential sources, amounts, and date on which action will be taken.

No (other related questions in this paragraph n/a)

F. How did people from the community to be served by this congregation participate in the planning of this new church development? By whom were they identified? By whom were they gathered? How were they specifically involved in the planning? How did they express their interest and need for new church development?

No other members of the community have become involved to date. The community has yet to be canvassed, however the consultants study identifies the community as "an area which carries characteristics from which a high percentage of Presbyterians are often drawn."
(other related questions in this paragraph n/a)

IV. DESCRIPTION OF NEW CHURCH DEVELOPMENT:

A. What is the historical background of this project?

In the fall of 1983, Orange Presbytery ordered a study by James Earhart of Church Planning-Consultations. This study identified the northwest part of Guilford County as "ripe" for initiation of development of a new church. A committee was formed and searched around the airport area and later disbanded without recommending a site. First Presbyterian in Greensboro made a gift to Presbytery of $100,000 to be used in new church development. A little later Presbytery asked a tentmaker pastor to search in the northwest for interested potential members and he accumulated a dozen families and reported them to Presbytery. They were in the nearby community of Summerfield. Again in 1991, James Earhart was authorized to study the whole area again and the unincorporated area of Oak Ridge was placed on top priority for a new church. The New Church Development held a meeting inviting all Presbyterian Churches in the Greensboro area. Their support was solicited and they were encouraging to the CDC. In the fall of 1991 a Steering Committee was formed and soon found a tract of land. This was optioned and later purchased by Presbytery. The Committee is searching for a minister whom we feel will come on the field and begin visiting and holding services in the early fall '92.

B. Has the need for this new church been validated by research? When was the research done? What kind of data was gathered? Who conducted the research? Describe the relevant findings, such as numbers of people, age, racial/ethnic populations, economic strength, that are occuring/will occur in the area to be served by the new church? Make particular note of the population growth/decline of area to be served over the last five years. Note the population growth/decline in the area to be served over the next three years. Attached a copy of the study to this proposal. Also attached are sheets of data from 1990 census.

A copy of study made by James Earhart (CHURCH PLANNING CONSULTANTS GROUP) is attached , completed in 1991.
The 1990 US Census as provided by Anne Murphy, Director Information and Data Services of the Piedmont Triad Council of Governments describes two primary census tracts, # 158 and # 159 and a subdivided tract, # 160.01 as our geographic area. In the three tracts, there are nearly 18,000 persons. The white population numbers 91%, African American is 8% and other is 1%. While it seems the growing popluation is somewhat affluent, the Census Bureau has not yet released incomes in this area from the 1990 census.
One tract showed a growth of 28% in the last decade and figures for the other two are not available. Twenty five percent are under age of 18. The families with no children slightly outnumber those with children. The age of persons seem to fall primarily in the 25-54 range.
Several small tracts of land within one mile are now being developed into residential neighborhoods with building taking place in homes above $200,000 in value.

C. What are the particular needs and conditions of people to be served? What is the approximate average family income of the people who will be part of this new church development?

It seems that the majority of persons are in families and about half have children. Fellowship and ministry to families needs will be high on our priorities. Because we feel (figures not available, however) these families are middle and upper income in nature, a program which will respond in outreach to these active individuals in Christian Education and Christian service will be important.

D. What other congregations in the specified area have similar goals to this newly developing congregation? What are their memberships, locations, and distances from the site of this new congregation?

First Baptist of Oak Ridge is one half mile west on Oak Ridge Road. This is an Independent Baptist Church with 120 members. The membership is primarily African American.

Oak Ridge United Methodist is slightly more than one half mile west on Oak Ridge Road. Its membership is 530.

Moravia Moravian Church is one mile to the east on Oak Ridge Road and numbers 160 in size.

Community Lutheran Church is a 139 member church begun in the fall of '90 when the Evangelical Lutheran Church in America (ELCA) placed a pastor in the field to invite people to worship in temporary quarters. Their yet to be developed site is just over four miles to the east in Summerfield. They are meeting at a store building in Summerfield and had their first worship service in February '91.

V. GOALS, OBJECTIVES AND ACTION PLAN OF THE NCD:

A. Mission Design: Attach a copy of the preliminary mission design for this new church development, which is an overall statement of purpose including theological commitments.
attached Presbytery Mission Statement

B. Goals: List the goals of the new church development. (Goals are specific statements describing the long-range vision which a new church development, its staff and members will attempt to fulfill.)

Magnify Gods name in praise and honor through Jesus Christ, the Son
Be still to the leading of the Holy Spirit that we will be moved to action to show:
- a loving attitude for our neighbor
- a willingness to become stewards in our time and talents
- a willingness to become a disciple, faithful to spreading the Good News that Jesus Christ is to come to save us from sin

liminary Objectives

1. Appoint Steering Committee
1. employ a pastor
2. develop real estate and improvements
3. direct pastor in the work of the church
4. publicize the new church
5. support the work of new church and evaluate programs

C. Objectives and Action Plan: List the objectives which will fulfill each goal during the next 12 months, placing each objective within one of the following categories: evangelism, worship, education/nurture, stewardship, leadership development, and community ministry. (Objectives are descriptions of specific strategies describing measurable ways that the goals of a project will be fulfilled during a specified period of time. Objectives should be realistic, measurable, and challenging with a stated deadline for acheivement)

Action Plan: Follow each objective statement with a list of specific programs which will fulfill the specific objective during the next 12 months. (An action plan is a description of particular programs that will occur during a specified period of time to implement objectives of a new church development.)

OBJECTIVES ARE NUMBERED, ACTIONS ARE LETTERED

The Objectives and Actions Plans are underdevelopment and will be reported as soon as possible.

D. List the realistic estimates of church membership growth according to the following format:

first year (93)	40
second year (94)	70
third year (95)	120
fourth year (96)	150
fifth year (97)	175
tenth year (03)	300

What is the basis for these estimates? Who developed them?

The estimates are based on census data, Earhart study and figures from Guilford County Planning Department. Sam Zealy, Shirley Bear (Committee members) and Willie Garvin decided upon them.

E. List the realistic estimates of church school membership growth according to the following format:

first year (93)	30
second year (94)	50
third year (95)	60
fourth year (96)	70
fifth year (97)	90
tenth year (03)	150

What is the basis for these estimates? Who developed them?

See above response in D.

VI. STAFF FOR THE CONGREGATION:

A. What is the date targeted for the call of the organizing pastor to serve this newly developing congregation?

October 1, 1992

B. Attach a job description for each clergy or program staff which describes the specific functions of the position and the relationship of the position to the programs of the new congregation.

Position description attached

C. Attach a list of leadership characteristics required for accomplishing the tasks of organizing pastor.

Attached list

D. How will AA/EEO be implemented for this new church development?

The Steering Committee will adopt all federal statutes regarding the protected classes except where such religious affiliation is determined to be a bonafide occupational qualification.

E. What support networks will be available to the pastor and family members?

Presbytery office has a Committee on Ministry and a subcommittee on Professional Development which address the pastor and the pastors family. The Synod of Mid-Atlantic will be conducting training programs providing support for families in new church development through their New Church Development Partnership Committee.

VII. INCOME AND EXPENSE BUDGET FOR THE NCD:

A. Provide annual budget projections for the first five years of the project. Note in detail anticipated income sources and amounts for each year, as well as the date of funding approval. Also, note in detail anticipated expenditure items and amounts for each year; seperate the specific amount that will be given to Presbyterian Mission Giving (Presbytery, Synod, General Assembly) from other mission support.

See attached budget.

B. It is assumed that the congregation will give at least 10% of its total budget to Presbyterian Mission Giving. If that goal is not fulfilled in these initial budget projections, explain why it cannot be fulfilled and describe the specific plan to achieve the minimum level of 10% of the total current operating budget.

The budget provides for Presbyterian Mission Giving of 10% of its operation except for the short fical year of 1992.

C. Has there been a previous GA Mission Program Grant appropriated to support this new church or for planning this new church? If so, provide details.

No

D. Describe the specific sources of income that will support the project after the expiration of the GA Mission Program Grant.

Pledges, interest income, rental income from mobile home and Salem Presbytery if needed

E. Attach copies of:

1. last year's financial statement showing the itemized income/expenditure budget and actual income/expenditures, if available.

N/A

2. this year's income/expenditure budget; attachment

3. next year's income/expenditure budget; attachment

4. statement of assets and liabilities benefitting the new church development.

The assets consist of six acres of land, two metal buildings, one mobile home which were purchased in June of 1992 for $205,000. There are no liabilities.

IX. CHURCH SITE AND BUILDING:

A. Where will the project be housed during the first year? During subsequent years?

The property contains two metal buildings (2,200 & 1,500 square feet) which have been rehabilitated for multi-purpose uses for worship, fellowship, offices and classrooms.

B. Has a site been purchased on behalf of the newly developing congregation? How many acres were purchased. What was the cost of the site purchase? Who financed the purchase of the site? Who will be responsible for site loan repayment? If a site has not yet purchased, what are the plans for site acquisition?

A site containing 6 + acres was purchased by Presbyery for $205,000 cash. There is no mortgage. This contains two buildings and a mobile home. The buildings will house the church for several years.

X. REVIEW AND EVALUATION OF THE NEW CHURCH DEVELOPMENT:

A. Describe the process for the annual review of the new church development and staff.

Since this is a new experience, the anticipated process shown in B. below.

B. Describe the anticipated process for final review and evaluation at the expiration of the Mission Program Grant in light of original goals and objectives.

Attachment

XI. REQUEST FOR GENERAL ASSEMBLY MISSION PROGRAM GRANT:

A. Anticipated date that the monthly payment is expected to begin if a Mission Program Grant is approved for this project:

January 1, 1993

B. Anticipate final year of Mission Program Grant: December, 1997

C. Display the schedule of proposed grant funding to support this new church development according to the following format. Place an asterisk (*) after specific amounts to indicate that action has been taken to approve the grant and the specified amount:

see attachment

V PASTORAL LEADERSHIP

The person who is chosen to act as evangelist or pastor for an emerging or redeveloping congregation should meet the following criteria:

1. Presbyterian Church USA orientation, with an appreciation for Reformed doctrine and polity, broad churchmanship and working knowledge of "The Book of Order" and "Confession of Faith", and an ability to develop a church based on a foundation of basic strong Presbyterian beliefs and stewardship.
2. Emotional stability, personable, self-motivated and good physical health.
3. One or more successful parish experiences/pastorates.
4. Commitment to parish ministry.
5. Ability to communicate the goal of the new or redeveloping church to prospective members and to motivate the new congregation through competent preaching and teaching skills.
6. Willingness to participate at an early stage in the preparation of:
   a. his/her job description,
   b. a mission design for the congregation,
   c. short range goals for the church,
   d. an on-going evaluation procedure.
7. Openness to the possibility of being only an evangelist who leads a congregation to the point of organization when the congregation may decide whom it will call as its pastor.

Exhibit regarding X.8.

Process For Final
REVIEW AND EVALUATION

1. A member of the New Church Development Committee (NCDC) shall be assigned to each Project Task Force, who will meet with them regularly and keep the NCDC appraised of developments, problems, challenges.

2. All Organizing Pastors shall be invited to meet concurrently with each quarterly meeting of the NCDC, and appear before the Committee if either the Committee or the Pastor wishes to discuss their work.

3. Prior to organization of a mission as a member church of the Presbytery, an Organizing Pastor shall give a monthly report, in an approved form, to the NCDC.

4. The Steering Committee shall conduct the first in-depth evaluation of a new mission three months after the Organizing Pastor has arrived on the field to determine if the project is viable and to make recommendations to the NCDC regarding its future.

5. If a new mission is not petitioning to be organized as a church after one year from the first worship service, the Steering Committee evaluation shall be done on site and recommendations formulated to indicate when this is to occur.

6. Criteria for continuation of financial aid shall include:

   A. Instruction of all new members by means of a course of instruction approved by the NCDC.

   B. Annual training for newly-elected officers (both those who have previously served and those who have not) following a course of study approved by the NCDC.

   C. Conducting an annual funding effort which effectively challenges all members to commit themselves as stewards of all of life, and to support the mission of the Presbyterian Church (U.S.A.).

   D. Maintain a continuing evangelistic/new member recruitment program.

   E. Maintain a pastor on the field.

   F. All building/improvement plans are submitted for approval of the NCDC.

7. All Presbytery financial subsidy for new missions shall cease no later than at the end of the fifth calendar year of life. New missions shall be encouraged to reach self-support as quickly as possible.

8. If a new mission fails to meet the projections of its mission design, the NCDC shall explore with leaders of the mission all possible alternatives for the future of the mission before recommending the dissolution of a new mission. Causes for dissolution may also be: failure to conform to the Book of Order and/or the system of belief found in the Book of Confessions; or schism.

STOKESDALE
SUMMERFIELD
site
OAK RIDGE
COLFAX
ROCK BRANCH
RIVER
CREEK
BUNCH
RIDGE
FORK
HIGH 68
N.C. 68 HIGHWAY
PIEDMONT TRIAD INTERNATIONAL AIRPORT

	1 yr	2yr	3yr	4yr	5yr	Total
NCD	30,700	45,000	60,000	80,000	100,000	315,700
Presby.	35,000	32,500	24,000	16,000	7,500	115,000
Synod						
GA	35,000	32,500	24,000	16,000	7,500	115,000
Ecum'l						
Other	500	1,100	3,500	3,500	3,500	12,100
TOTAL	101,200	111,100	111,500	115,500	118,500	557,800

OAKRIDGE NCD
Proposed Operations Budget

	1992 Budget	1993 Budget	1994 Budget	1995 Budget	1996 Budget	1997 Budget
COME:						
edges	$5000	$30700	$45000	$60000	$80000	$100000
ose Offerings	$200	$500	$800	$1500	$1500	$1500
terest Income	$0	$0	$300	$2000	$2000	$2000
Sub Total	$5200	$31200	$46100	$63500	$83500	$103500
lem Presbytery	$47218	$35000	$32500	$24000	$16000	$7500
neral Assembly Grant	$0	$35000	$32500	$24000	$16000	$7500
TAL INCOME	$52418	$101200	$111100	$111500	$115500	$118500
PENSES:						
URCH STAFF:						
storal Search	$5000	$0	$0	$0	$0	$0
veloper/Pastor Salary	$11300	$40000	$43000	$44100	$46000	$48000
sion/Benefits	$4268	$14200	$15500	$15700	$16400	$17100
uing Ed.	$250	$1000	$1000	$1500	$1500	$1500
tomobile	$1000	$4000	$5000	$5000	$5000	$5000
Sub Total	$21818	$59200	$64500	$66300	$68900	$71600
cretary	$0	$3500	$6000	$7000	$8000	$8500
ir Director	$0	$0	$3500	$5000	$6000	$6000
kton/Yard Contract	$300	$1000	$5000	$5000	$6000	$6000
st Pastors	$0	$150	$300	$300	$300	$300
Sub total	$300	$4650	$14800	$17300	$20300	$20800
MINISTRATION/PROGRAM:						
ssion Giving/Benevolence	$0	$10100	$11100	$11200	$11500	$11800
urch School Curriculum	$0	$750	$2000	$2000	$2000	$2000
stage & Print	$150	$500	$2000	$1000	$1000	$1000
fice Supplies	$400	$1000	$1000	$1100	$1500	$1500
adership Training	$0	$50	$500	$500	$500	$500
uth Activities	$0	$50	$200	$500	$800	$800
perty Upkeep	$600	$1000	$1200	$1200	$1500	$1500
lities	$900	$1800	$5000	$5000	$5000	$5000
surance	$250	$600	$700	$1000	$1000	$1000
fice Equipment	$5000	$1000	$2100	$1000	$1000	$1000
rnishings & Fixtures	$8000	$500	$0	$0	$0	$0
ng Renovation	$15000	$20000	$2000	$0	$0	$0
gency	$0	$0	$4000	$3400	$500	
Sub Total	$30300	$37350	$31800	$27900	$26300	$26100
TALS	$52418	$101200	$111100	$111500	$115500	$11850

PERMANENT JUDICIAL COMMISSION
SALEM PRESBYTERY

July 1, 1992

JOHN E. BOLTON, JR., Complainant

vs.

ALAMANCE PRESBYTERIAN CHURCH, Respondent

Alleged Irregularity I

The congregation of Alamance Presbyterian Church took no action to indicate that it wanted to fill the position of Associate Pastor on the staff of the church. Instead, the Session of the church took action toward filling the position by calling a congregational meeting for the purpose of electing an Associate Pastor Nominating Committee.

Findings:

a. There is a long-standing tradition in Alamance Presbyterian Church of having an Associate Pastor.

b. The "Covenant Between Senior Pastor and Alamance Presbyterian Church," which was extended to Lucius A. Gray when he was called as Pastor to Alamance Presbyterian Church and which was approved by the congregation of the church on December 15, 1985, states that "(t)he administration portion of the Covenant calls for a professional staff of at least one associate minister and one other full-time church professional." This Covenant is still in effect.

c. The congregation of Alamance Presbyterian Church, at the congregational meeting on January 5, 1992, did not raise the issue of formal action to express its desire to call an Associate Pastor. Further, the congregation voted to elect an Associate Pastor Nominating Committee.

The Permanent Judicial Commission acknowledges that no formal action was taken by the congregation of Alamance Presbyterian Church to express its desire to call an Associate Pastor, but the existing tradition and past actions of the congregation as well as the actions taken at the congregational meeting on January 5, 1992, imply consent to call an Associate Pastor.

Decision:

The Permanent Judicial Commission does not sustain the complaint of Irregularity I.

Alleged Irregularity II

The Session of Alamance Presbyterian Church does not have authority to establish any mechanism for providing a slate of nominees to the proposed Associate Pastor Nominating Committee for consideration by the congregation.

Findings:

a. According to the Book of Order G-10.0102b, it is the responsibility and power of the Session "to lead the congregation in participation in the mission of the whole Church in the world, in accordance with G-3.0000."

b. Even though the Book of Order does not specifically mandate that the Session establish a nominating committee to provide a slate of nominees to present to the congregation for election to the Associate Pastor Nominating Committee, the action taken by the Session in charging the existing Elder/Deacon Nominating Committee with the responsibility of providing such a slate is in accord with the breadth of responsibility and power granted to the Session by G-10.0102.

The Permanent Judicial Commission finds that the Session of Alamance Presbyterian Church does have authority to establish the mechanism for providing a slate of nominees to the Associate Pastor Nominating Committee.

Decision:

The Permanent Judicial Commission does not sustain the complaint of Irregularity II.

Alleged Irregularity III

The Elder/Deacon Nominating Committee did not have authority to present to the congregation of Alamance Presbyterian Church a slate of nominees to serve as the Associate Pastor Nominating Committee.

Findings:

a. The Session of Alamance Presbyterian Church has the responsibility and the power to establish a mechanism for providing a slate of nominees to serve as the Associate Pastor Nominating Committee (see II above) and so instructed the 1991 Elder/Deacon Nominating Committee (referred to in the November 17, 1991, minutes of the Session as the 1991 Officer Nominating Committee.)

b. The Elder/Deacon Nominating Committee had been selected by the Session, the Diaconate and the congregation in accord with Book of Order G-14.0202b and was itself representative of the active membership of Alamance Presbyterian Church.

The Permanent Judicial Commission recognizes that the use of the individuals who served on the 1991 Elder/Deacon Nominating Committee to provide a slate of nominees to the Associate Pastor Nominating Committee is not the sole mechanism that could be utilized; however, the use of the seven members of said committee is proper and in order.

Decision:

The Permanent Judicial Commission does not sustain the complaint of Irregularity III.

Alleged Irregularity IV

The Session unduly restricted the congregation in the nominating process in the following ways:

A. Members could not nominate other members of the congregation unless the nominee had previously indicated he/she would serve if elected.

Findings:

a. The "Proposed Revisions to the Structure and Functions of a Nominating Committee for the Election of Elders and Deacons," approved by the congregation of Alamance Presbyterian Church on May 13, 1990, requires that "(a)nyone making nomination(s) from the floor must obtain consent to serve from the nominee before making the nomination."

b. Section G-5.0102e of the Book of Order expresses an understanding of the responsibility of membership in the Church. It is neither a vow taken nor a part of one's profession of faith. Participation in the governing responsibilities of the Church may include, but does not require, serving an office in the church.

The Permanent Judicial Commission finds that the nominating policy of Alamance Presbyterian Church is not unduly restrictive and is in order.

Decision:

The Permanent Judicial Commission does not sustain the complaint of Irregularity IV A.

B. The Session of Alamance Presbyterian Church required that one member of the Associate Pastor Nominating Committee be an elder and one member be a deacon out of a total membership of seven on the Committee.

Findings:

a. This was a recommendation, not a requirement, and came from the nominating committee, not from the Session.

b. The congregation was free to make nominations from the floor without restriction. This procedure was stated in the minutes of the Session meetings on November 17, 1991, and January 5, 1992, and the minutes of the congregational meeting on January 5, 1992.

The Permanent Judicial Commission finds that the recommendation was not prejudicial and did not constitute a restriction on fair representation.

Decision:

The Permanent Judicial Commission does not sustain the complaint of Irregularity IV B.

Alleged Irregularity V

Alamance Presbyterian Church did not seek permission or guidance from the Committee on Ministry of Salem Presbytery prior to the election of the Associate Pastor Nominating Committee.

Findings:

a. Section G-14.0502 of the Book of Order does not mandate that the congregation of the church receive the guidance and permission of the Committee on Ministry before the election of the Associate Pastor Nominating Committee.

b. The letter from Lucius A. Gray to the Session, January 2, 1992, the letter from Judson J. Milam, Chair of Committee on Ministry, to Lucius Gray, January 2, 1992, and the letter from Muriel C. Ward to John Bolton, January 10, 1992, all confirm that Alamance Presbyterian Church was in contact with the Committee on Ministry prior to the election of the Associate Pastor Nominating Committee. Furthermore, the Committee on Ministry appointed John Barney as liaison between the Committee on Ministry and Alamance Presbyterian Church prior to January 2, 1992.

The Permanent Judicial Commission finds that, because the Book of Order does not mandate that the Committee on Ministry will be involved in the process to call an Associate Pastor before the election of the Associate Pastor Nominating Committee, the actions of Alamance Presbyterian Church in the election of the said Nominating Committee are in order.

Decision:

The Permanent Judicial Commission does not sustain the complaint of Irregularity V.

Rev. Mrs. Patricia F. Stewart, Clerk
Permanent Judicial Commission
Salem Presbytery

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VOLUME IV NUMBER 4

Minutes of

SALEM PRESBYTERY

SIXTEENTH STATED MEETING
GLENDALE SPRINGS PRESBYTERIAN CHURCH
GLENDALE SPRINGS, NORTH CAROLINA
October 3, 1992

MINUTES OF

SALEM PRESBYTERY

SIXTEENTH STATED MEETING
GLENDALE SPRINGS PRESBYTERIAN CHURCH
GLENDALE SPRINGS, NORTH CAROLINA

October 3, 1992

OFFICERS

Moderator	Rudolph V. Boone, Sr.
Moderator-in-Nomination	Cynthia R. Higgins
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Suzy Marion
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock

OFFICE OF PRESBYTERY

P. O. Box 1763
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SIXTEENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

GLENDALE SPRINGS PRESBYTERIAN CHURCH

GLENDALE SPRINGS, NORTH CAROLINA

October 3, 1992

The Sixteenth Stated Meeting of Salem Presbytery was called to order by Moderator Rudolph V. Boone, Sr. at 9:00 a.m., Saturday, October 3, 1992, in the Glendale Springs Presbyterian Church of Glendale Springs, North Carolina. The opening prayer was led by the Moderator. After the singing of a hymn, Candidate Sam E. McGregor, Jr. preached a sermon from Luke 12:19-53, in partial fulfillment of the requirements for Ordination (see p. 187). The sermon portion of the examination was sustained by the Presbytery.

Phillip Pogue and bagpiper Jim Wilson led a "Kirkin' O' the Tartans" ceremony which involved several persons in complete Scottish regalia.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	135	Non Commissioners	3
Ministers	84		
		Visitors	87
Corresponding Members			
Ministers	1	Total Enrollment	313
Church Educators	3		

The following Ministers were enrolled:

A-F

Frank J. Allen, Shawn E. Barkley, Jesse W. Bledsoe, Linda L. Blessing, Ernest Bradford, Warren C. Brannon, John C. Brearley, Robert A. Bryant, Malcolm M. Bullock, Robert E. Button, S. Jay Click, Charles W. Clubb, O. Leighton Culler, Kermit W. Dancy, David T. Daniel, Frank M. Dew, Carl W. Dumford, Steven W. Dyer, Christopher F. East, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Dusty K. Fiedler, Charles G. Fitzpatrick, Janet Briscoe Flagg, James T. Frazier, E. B. Freeman, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Robert J. Goforth, James H. Grant, Jr., Lucius A. Gray, Hewon Han, John M. Handley, William C. Hayes, Cynthia R. Higgins, Fredrick R. Horner, Robert M. Howard, Joanne R. Hull, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, William R. Knox, William F. Lawrance, Jr., Robert E. Lee, David T. Lee-Andrews, Ivan W. Lowery, Robert M. Matthews, William S. Metzel, Judson J. Milam, John L. Milholland, E. Thomas Miller, H. Reid Montgomery, Allen E. Morrison.

N-Z

J. Herbert Nelson, David C. Partington, S. Curtis Patterson, Karen E. Pearson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. Pogue, Donald G. Price, Catherine J. Reed, Marie P. Reed, James M. Rissmiller, Russell H. Ritchel, Jr., Grant M. Sharp, A. Carter Shelley, Ethel C. Simonetti, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Patricia F. Stewart, Larry E. Summey, John G. Truitt, Jr., W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Frank C. Wilkinson, James K. Wilson, Jr., Paul D. Woodall, Jr., R. Scott Woodmansee, Richard S. Wurst, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

Wyatt Aiken, Jr., L. Adlai Boyd, George C. Carpenter, Charles R. Carter, William H. Chappell, Carole F. Chase, Robert Cleveland, Mary Boyd Click, Frederick A. H. Coates, James A. Dickens, M. Susan Dobyns, Barbara E. Dua, John E. Eliason, T. McLean Faw, Jr., Robert A. Fiedler, Philip R. Gehman, Scott C. Girard, David L. Henry, Robert W. Herron, Ann I. Hoch, Z. N. Holler, Douglas A. Horne, Robert S. Jeffords, William Stacy Johnson, Henry J. Keating, Walter W. King, Thomas K. Lane, James E. Layman, Robert M. Lewis, S. Edwin Lewis, Paul Lindsay, Steve A. Martin, James M. Mauldin, Stephen P. McCutchan, James F. Miller, William H. Morrison, Stephen A. Moss, George H. Murray, IV, Frances Olson, Joseph L. Pickard, Michael J. Poulos, Leland A. Richardson, Paul N. Ridolfi, Jeannette G. Rodenbough, Stevan A. Snipes, Rollin M. Steele, Jr., Samuel Stevenson, Robert R. Tolar, Jr., Rockwell P. Ward, Worth N. Watts, Kellie E. Weekley, Norman M. Whitney, Sr., Benjamin F. Williams, J. Gordon Williams, William J. Wrenn, Jr., Christopher E. Zorn.

The following Missionaries and Chaplains were excused:

Sherron K. George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Frank C. Collier, Watt M. Cooper, Herbert H. Culler, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, John S. Johnson, Hardin A. King, Morton Kurtz, Julian Lake, William F. Long, John W. Luke, Wilkes D. Macaulay, John R. McAlpine, III, James M. McDaniel, Charles McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, James A. Mitcham, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, James L. Price, Jr., John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Jamie D. Stimson, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

George W. Alexander, Jr., James H. Allen, Michael E. Askew, Sr., Jonathan C. Barker, John W. Bell, Robert R. Childs, Jr., M. Gray Clark, Max E. Deal, Larry W. Freeman, Carter B. Gillespie, James Henderson, Stephen A. Hundley, William S. Johnston, Benjamin Kirkland, Phyllis M. H. Kort, Donald E. Lannon, Laura C. Long, Z. Bradford Long, J. Roger Marrow, Molly Dotson Morgan, Lisa Mullen, Richard Osmer, Franklin L. Partridge, III, Steve Macon Pharr, Paul S. Ryoo, Dennis J. Sebesan, R. Page Shelton, Jerold D. Shetler, James T. Shields, Jeffrey D. Smith, Jerry M. Smith, Ronald A. Smith, John B. Talmage, Glenn C. Thomason, Charles Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Dan Hobbs, Joe S. Miller, Sam Nelson, Allen Temple Margaret Cowan, Virginia Mott, Asbury Mary Jo Collins, Robert Overby, First (Asheboro) G. Douglas Aitken, Jr., Robert H. Hocnuci, Bethany (Statesville) Peggy Matthews, Bethel John Paisley, Bethesda (Ruffin) Randy Reagan, Bethesda (Statesville) Hazel McNeely, Beulah Watkins Myles, Elizabeth R. Scott, Bixby Lib Cornatzer, First (Boone) Ruth C. Blue, First (Boonville) Darlene H. Lytton, Marilyn K. Scales, Buffalo Duncan McGirt, Calvary Steve Clark, A. E. Peterson, Clemmons Nancy Terry, Cleveland Mitchell Goodman, Clio J. H. Summers, Community in Christ Richard Brown, Concord W. M. Stikeleather, Jr., Cooleemee Mike Spry, Covenant Ann McKenzie, Crestwood Rachel D. Wiles, Cross Roads Bob Stephens, Danbury Community Velmalene Leake, Dellabrook Rudolph V. Boone, Sr., James F. Ford, Dogwood Acres Anne B. Neely, First (Eden) Kandie Bradshaw, Edward Webb Gladys Bailey, LaDonna McCarther, Elkin Peggy Dudley, Faith Bob Rule, Fieldstone Robert Newman, Fifth Creek Bob Horn, Flat Rock Jessie Welborn, Forest Hills Mike Hussey, Jr., Forest Park Toby Davidson, Francisco Octavia Edwards, Franklin Billie S. Bowyer, Freedom Idella S. McClelland, Joseph D. Stevenson.

G-M

Glendale Springs Hope Crepps, Grace Lois Brake, W. E. Shouse, Graham Louise C. Coble, First (Greensboro) Thomas S. Compton, Will Hobbs, Melnor P. Jones, R. P. Williams, Guilford Park Taylor Owens, Hawfields R. F. Mebane, Henderson Scott, First (High Point) Bill Hylton, Willard Kimrey, Ben Martin, Highland Scott Bauer, Harriet Morton, John Calvin Haywood M. Cope, Lansing Barbara Carter, Laurel Fork Wheeling Miller, First (Lexington) Miles Croom, Charlotte Lyle, Second (Lexington) Betty Jean Stegall, Lloyd Edwin L. Patterson, Ruth M. Patterson, Madison Peggy Sealy, Mebane Marshall E. Taylor, Memorial Harriet L. Gardner, Doris Lewis, First (Mocksville) Martin Allen, First (Mooresville) Pressley B. Brawley, Jr., Robert W. Davidson, Mt. Jefferson Oretha M. Demuth, Mt. Tabor Vanessa K. Chunn, Elizabeth Sifford, Mt. Vernon Springs Joyce Clark.

N-Z

New Creation Community Barbara Clawson, New Salem Helen Hunter, North Wilkesboro Ellen Lipscomb, Donna T. McNeil, Old Providence Mary Bumgarner, Old Town John Barr, R. L. Douglas, Jr., Parkway Bob Moore, Fred N. Ward, First (Pilot Mountain) James S. Blackwelder, Pine Hall Chisman Rodenbough, Presbyterian Church of the Covenant Joyce Powers, St. Andrews Tim White, St. James Catherine T. Bonner, Luella Graves, Rosa Yourse, St. Paul (Greensboro) Herb Reese, First (Salisbury) T. Frank Gudger, Stahle Linn, Deborah Messinger, Second (Salisbury) Dorothy Ann Coble, Shady Side Betsy Calhoun, Geneva Gilchrist, Shallowford David Garrett, Shiloh (Burlington) N. Jerry Vanscoy, Siler City Thomas S. Elder, Sr., Smyrna Billy Sparks, Sparta Peggy Frazier, Tom Gentry, Speedwell Carole Balsley, Starmount Stuart McRimmon, Robert Pittard, First (Statesville) John D. King, Betty Dotson Long, Stony Creek Jean Primm, Tabor W. B. Norris, Third Creek Joyce P. Brown, First (Thomasville) Betsy O'Brian, Thyatira Glenn S. McCorkle, Trinity (Salisbury) Delaine Fleming, Creola Goodman, Trinity (Winston-Salem) Margaret P. Elliott, Wentworth W. D. Sherron, Westminster (Burlington) Glenn H. Thompson, Whispering Pines Margaret B. Buie, First (WInston-Salem) Bob Hartsell, W. Graham Lynch, James S. Price, Yadkin United Henry Johns, Thomas O. Vinson, Yadkinville Doris S. Cameron.

The following Churches were excused from having representatives at this meeting of Presbytery:

Bethany (Graham), Brentwood, Church of the Cross, El Bethel, Glenwood, Griers, Gulf, Hills, Immnauel, First (Kernersville), Logan, First (Mt. Airy), Piedmont, Pittsboro, Sandy Ridge, Trinity (Elon College), Unity, Vandalia, Yanceyville.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, First (Burlington), Cameron, Centre, Collinstown, Ebenezer, Elmwood, Fairmont, Fellowship, Greenwood, Harmony, Hope View, Jamestown, Joyce, Korean First, Little Joe's, Love Valley, Milton, Second (Mocksville), Mt. Vernon, Oakland, Oakview, Peak Creek, Pine Ridge, Pleasant Grove, Prospect, Randolph, Red House, Reid Memorial, First (Reidsville), Riverview, Rumple Memorial, Sedgefield, Shiloh (Statesville), Southminster, Spencer, Springwood, St. Paul (High Point), Stoneville, Taylorsville, Westminster (Greensboro).

The following Church Professionals were enrolled:

Beverly Coppley, Penny Haas, M. Edye Williamson.

The following Visitors were registered:

Bill Amidon, Reade Baker, Daniel E. Bannan, JoAnn Barr, Fred Beck, Tom Blount, Paul G. Boone, Sarah J. Boone, Cleo Bukas, John Bukas, Elaine Button, Rick Cain, Margaret C. Carr, Verne Clubb, Jeanne Cockrell, Hallie Cundiff, Frank Davis, Joan Davis, Howard B. Day, Jr., Betty Dorman, Clarence Dorman, Jr., Mrs. R. L. Douglas, Jr., Betty Elder, Rachel Ellis, Brenda A. Ervin, Ronald Ervin, Norris Fellows, Frances Fitzpatrick, Neel Fleming, Jim Gibson, Judy Gibson, Robert Gilchrist, Jean L. Goshen, Ronald T. Gross, Dellene Gudger, Daniel Hall, Randy Hall, Zach Hall, Anne Hall-Wurst, Catrelia Hunter, James Kistler, Nancy Kistler, Gayl A. Knox, Christie Leininger, David Leininger, Helen Leonard, Jane Lochbaum, Ron Lochbaum, Sydney Lyle, Rainey MacArthur, Cora L. Massey, Sam McGregor, Jr., Anne McNeill, James Miles, Jane Miller, Richard W. Miller, Shirley Norris, Harry Opata, Vera Opata, Lois Price, Gayle B. Priester, R. Edith Priester, A. M. Primm, Geraldine K. Rayford, Alfred J. Reed, Helen Reed, Gwen Reese, Raymond W. Riddleberger, Clara Rogers, Virgia Rush, Otis Scott, Gwen C. Smith, Jean Smith, Bob Snyder, Fred Tatum, Anne L. Taylor, Mildred Thomas, Linda Thurston, Francis Vanstory, Margaret Vanstory, Adele Ward, Helen Warren, Connie Wilkerson, Eleanor Wilson, Byron Wolfe, Angelina C. Yoder, Mary Young.

The following Corresponding Members were present:

T. Donald Hamilton, Presbytery of the Peaks.

The following Administrative Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Paul Ransford.

DOCKET

The Docket was presented by Elder N. N. Fleming, III, Moderator of Council, and was approved (see Appendix A, pp. 202-203).

WELCOME

The Governing Body was welcomed by Phillip Pogue, Pastor, of the host churches. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed, including Rainey MacArthur of Grandfather Home. Ecumencial visitor, Father Robert Crewsdon of Holy Trinity Episcopal Church was introduced and given the privilege of the floor to address the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, p. 204.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committee:

Resolutions: Bill Shouse
Doris Cameron

OMNIBUS MOTION

Elder N. N. Fleming, III, Moderator of Council, presented the Omnibus Motion. Following the removal of Item #10, Presbytery approved all the recommendations of the Omnibus Motion in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

REPORT OF PRESBYTERY COUNCIL
N. N. Fleming, III, Moderator

Your Council has met twice since the last meeting of Presbytery.

I. CONCURRENCES WITH COMMITTEE RECOMMENDATIONS TO PRESBYTERY

1. Hunger Committee
2. Church Development Committee

II. ACTIONS TAKEN BY COUNCIL

1. Council has approved and placed on Presbytery's Calendar the following events:

   February 15-16, 1993, Retreat for pastors and church professionals
   February 20, 1993, Worship and Music Committee Workshop for Church musicians and pastors

2. Council approved the celebration of the Lord's Supper at the Presbyterian Women's Meeting at Lenoir Rhyne College on August 2, 1992; and at the Middle School Retreat October 3 and 4 at Camp New Hope.

3. In response to the direction of Presbytery in its July 18, 1992, meeting "to review the current staffing plan and develop a comprehensive staffing proposal, etc.", Council approved setting up an Ad Hoc Committee asking the Goals and Evaluations Committee to join with members of the Council and several at-large members to complete this study.

4. Council appointed a Salem Presbytery Office Committee to continue exploration of a permanent location and facility.

   Bill Hylton, First (High Point) is Moderator
   Suzanne Thomasson, Yadkinville
   Donald Howie, Prospect
   Bob Caudill, First (Winston-Salem)
   LaDonna McCarther, Edward Webb

5. In preparation for the overnight meeting of Salem Presbytery in July, 1993, the Council approved the naming of a Task Force to plan the meeting. Council has also agreed to invite the present and/or past Moderator of the General Assembly and at least three of the General Assembly's top leaders to participate in the meeting.

6. Council approved El Bethel Church's application for $5,000 from the Synod's New and Small Church Grant Fund for community efforts (recreation equipment and garden projects).

7. Council invited churches as requested by the General Assembly Council to a General Assembly Listening Session on September 1, 1992, at the St. James Church.

8. Council approved Salem Presbytery's participation in an Association of Executive Presbyters experiment with methods for ideas/concerns/positions/priorities of grassroots presbyteries to "Bubble-Up" to General Assembly. Equal numbers of elders and ministers (randomly selected) will meet on October 25 to discuss primary priorities of the Presbyterian Church (U.S.A.) over the next decade. Those ministers and elders being asked to participate are:

Ministers

Brannon, Warren (Shiloh [Burlington])
Click, Mary Boyd (El Bethel)
Dobyns, Susan (Counselor)
Fiedler, Dusty (Clemmons)
Goforth, Robert (Cooleemee)
Holler, Z. (Church of the Covenant)
Keating, Hank (First [Winston-Salem])
Lowery, Ivan (Cameron, Mt. Vernon, Second [Mocksville])
Miller, Tom (Forest Park)
Nelson, Herb (St. James)
Patterson, Curtis (First [Thomasville])
Ridolfi, Paul (First [Mt. Airy])
Shetler, Jerry (First [Greensboro])
Stevenson, Sam (Grace)
Whitney, Norman (Bethany [Graham])
Zorn, Chris (John Calvin)

DCEs

Johnson, John (First [Burlington])
Smith, Pat (First [Eden])

Elders (one from each church)

Bethesda (Ruffin)
Calvary
Concord
First (Eden)
Fifth Creek
Grace
First (High Point)
Korean First
Madison
Mt. Tabor
Old Town
Church of the Covenant
St. James
Shiloh (Burlington)
Starmount
Trinity (Elon College)
First (Winston-Salem)
Bethany (Graham)

9. Council elected its Moderator, Neel Fleming, to represent the Presbytery at the General Assembly Council's Consultation on Denominational Priorities in Louisville October 30 - November 1.

10. Council approved the request of Bill Hade, Christian comic magician, for a list of the churches in Salem Presbytery, pending receipt of a positive report from Charlotte Presbytery.

11. Council approved the Minutes of the July 18, 1992, meeting of Salem Presbytery.

12. Council endorsed the request of the Love Valley Church to be admitted to the Registry of American Presbyterian/Reformed Historic Sites.

13. Council approved a Presbytery-wide Hurricane Andrew Relief Offering for September 20.

14. Council authorized its Moderator to appoint an Ad Hoc Committee to study setting in place a Presbytery disaster relief mechanism, and to make recommendations.

15. Council accepted the following invitations for Presbytery Meetings in 1993:

    February 6, 1993 - We are still seeking an invitation for this date
    April 27, 1993 - First Church (Burlington)
    July 23-24, 1993 - Lees-McRae College
    October 5 or 26, 1993 - Prospect (Mooresville)
    February 5, 1994 - First Church (Asheboro)

16. Council approved the Church Information Form for the New Church Development in Oak Ridge.

III. RECOMMENDATIONS TO PRESBYTERY

As Salem began, the intention concerning Stated Meetings was that they be held as near to quarterly (or approximately every 90 days) as possible. At that time, the summer meeting was in late June. Our 1992 schedule is:

Early February - Saturday
Late April - Tuesday
Mid to Late July - Saturday
Early October - Saturday

That leaves just over two months between the July and October meetings and almost four months between October and February. It was also intended that meetings alternate between Tuesday and Saturday. This change would address both concerns.

ACTION:

1. The date of the October, 1993, Salem Presbytery Meeting was changed from Tuesday, October 5 to Tuesday, October 26.

Presbytery holds title to a residential property in Lexington, NC, that actually was owned by the Rev. Rufus Jamerson, recently deceased. The account is seriously in arrears, and in possible danger of foreclosure. Negotiations have been underway between the financial institution involved, representatives of the Shady Side Church, the Jamerson family, and Salem Presbytery. The Council has carefully discussed the options available in making the recommendation which follows. As title holder, the Council, as Trustees of Presbytery, understand Salem's legal responsibilities for this debt and is seeking ways to exercise

pastoral concern for the family. The outstanding balance on the first mortgage is approximately $17,500; balance on the second mortgage is $9,174. If the first mortgage is foreclosed, Presbytery would have no collateral to support the second mortgage. The one story brick home with attached double car garage is valued by Davidson County Tax Department at $50,940. In order to settle the estate, it may be necessary to dispose of this property.

ACTION:

2. Presbytery granted to its trustees the authority to sell at private or public sale the property at 309 Beckner St., Lexington, NC (TWP 11, Map 127, Book 3, Lot 204), if such action becomes necessary.

ACTION:

3. Presbytery named the following persons to the Nominating Committee in the Class of 1995:

    Jim Price
    Martha Lou Anderson
    Malcolm Bullock

CHURCH DEVELOPMENT DIVISION THEME PRESENTATION
Elder Gladys Bailey, Moderator

An informative presentation "Celebrate the Vision" on the education of "Evangel Man" was presented by the Division.

INTERNATIONAL MISSIONS COMMITTEE
Robert Pittard, Moderator

Robert Pittard reported for the Committee. John Handley reported observations from his recent trip to Zambia.

Missionary Itineration

Paul and Lucy Alexander (missionaries from Taiwan) will be available to Salem Presbytery for Itineration January 20-26.

The Alexanders will conduct a workshop at the International Mission Conference on January 23 and will be at Parkway Presbyterian Church on January 24 for worship.

They are available for itineration all other times January 20-26. If you are interested in having the Alexanders at your church, please contact Bill Morrison (Missionary Itineration) at (704) 669-7373.

1993 International Mission Conference

The 1993 International Mission Conference will be held on January 23, 1993, at Starmount Presbyterian Church in Greensboro.

The conference will include workshops on Ghana, Taiwan, Korea, Malawi, Russia, Lebanon, Mwandi, Brazil, Prayer and Spritual Renewal, Global Mission Vision in the Local Congregation, and What is Happening in Presbyterian Missions.

Worshop leaders will include Charles and Marian Cameron, Brad Long, Paul and Lucy Alexander, Syngman Rhee, Larry Dunlap, George Carpenter, Carlisle Harvard, Lucy Dergarbedian, Richard Miller, and Don and Laura Williams.

Cliff Kirkpatrick will deliver the keynote address.

There will also be a special youth track for youth interested in missions. so, bring your entire youth group.

Mark your calendar now. Don't miss this event.

Hsinchu Partnership

Marsha Mutch, Brad Long and Robert Pittard represented Salem Presbytery in Taiwan at a meeting with Hsinchu Presbytery on September 22, 1992.

The Salem contingent carried a proposal to Hsinchu for an exchange of ministerial professionals in 1993 and possible 1994.

You will hear a report on the results of those meetings today.

Mwandi

A project team which included John Handley has just returned from Mwandi. During their trip they saw the results of the first project in Mwandi and discussed the exciting plans for the second posible Mwandi Project.

Jane Hansel of First Presbyterian will give you a first hand report of these exciting achievements and opportunities in Mwandi.

Mission Work Trips

Many churches in Salem Presbytery already have very active mission programs. However, some churches do not have the opportunity (often due to church size) to develop mission programs or participate in mission trips.

If your church conducts mission work trips regularly or has a work trip planned and would permit participants from other congregations, we would like to know.

We will publicize this opportunity to other churches within the presbytery for you. This will not only provide others in the Presbytery with mission experiences, but it will also give you the opportunity to meet and share with other congregations.

Please send your information to Marsha Mutch (919-427-5333) at 408 Luola St., Madison, NC 27025.

1993 Mission Offering

The 1993 Mission Offering has been scheduled for Pentecost Sunday. Churches wishing to receive it at another time should contact the General Assembly for materials.

STEWARDSHIP EDUCATION COMMITTEE
Robert Fiedler, Moderator

Richard Miller presented the report. He recognized churches for their giving to benevolences as follows:

New Creation Community - Small Church, Highest per member mission giving
First Church (Lexington) - Medium/Large Church, Highest member mission giving
Love Valley - Highest per capita increase

BUDGET AND FINANCE COMMITTEE
John Milholland, Moderator

The Budget and Finance Committee is pleased to report that through a combination of increased giving by some of the churches in Salem Presbytery and through reduced spending by some of the committees of Salem Presbytery, it appears that we will end the fiscal year of 1992 with our expenditures not exceeding our revenues.

We have also received our audited financial statements for December 31, 1991, from the accounting firm of Witherington, Wells, Moose and Martin, PA, Certified Public Accountants. Because all of the camps in which Salem Presbytery has ownership now have full records of their property and plan, and because they are calculating depreciation according to Generally Accepted Announting Principles, we have a clean report this year.

ACTION:

4. The Audited Financial Statements for the year ended December 31, 1991, was approved (see Appendix C, pp. 205-223).

STATE OF SALEM PRESBYTERY ADDRESS
Elder Willie D., Garvin

Presbytery Associate Willie Garvin reported her views of the State of Salem Presbytery in the following address:

REFLECTIONS - SALEM PRESBYTERY

We come together this day to listen, learn, worship and make necessary decisions in this corporate body known as Salem Presbytery.

As I think of life in Salem Presbytery, I reflect on how it is popular in 1992 to bemoan the expansion of bureaucracies and criticize their procedures and committees. Yet, the Presbyterian Church was organized as we are because our founders, John Calvin and John Knox, recognized something we sometimes forget--that we are stronger because of our interdependence and organization.

Of 156 Churches in Salem Presbytery we have 91 churches with memberships of 150 or less.....these churches can and do minister individually, but through the work of the small church committee and their shared benevolence, their collective ministry becomes a stronger force in the life of the Presbytery and Church.

We have 275 talented and committed clergy-persons and church educators who accomplish much for the gospel of Jesus Christ, but how much more they have to offer when they come together with one another and some of the 38,182 laity to seek and create direction for the life and work of this presbytery. We see this in such events as Pathways to Leadership and Kaleidoscope, Partnerships with Hschinsu, Mbujimayi, Zaire.

Working together, we are so much more dynamic and gifted than we can ever be alone. God has created us to be interdependent in such a way that we are empowered and enriched by our unity and our diversity. OUR MISSION DESIGN reminds that:

> We are people of God, called together by God thru Jesus Christ. We are people of the covenant, bound to God and to each other; we are God's people empowered by the Holy Spirit; through our diversities we are enriched and challenged to be inclusive people committed to the Creator of all things whose will is known to us in the reconciling work of Jesus Christ.

I want you to look with me for a few moments at what we are accomplishing in Salem Presbytery. Look with me into the Conference room at the Presbytery Office in Clemmons, where 33 committees and 10 staff persons meet to carry on the work of the Presbytery. On a given day you may find the planning team for Pathways to Leadership hard at work with final preparations for this year's event. Their months of planning and efforts are designed to discover what resources, ideas and programs will be of most value to you and your church during the coming year.

Look with me next at the work of the members of the Evangelism Committee as they struggle to find ways to make "Joyfully sharing the good news of the gospel" a comfort level for each of us in our daily lives. When this "good news" becomes a reality in our lives, I can envision 91 small churches in Salem Presbytery outgrowing that category in coming years and being 71, 51 or perhaps 21 within the next decade.

Now ride the elevator down with me from the 3rd floor office to the large meeting room on the ground floor. There, once a month the Council gathers to oversee the work of our many committees and to make recommendation to you, the Presbytery, for how we shall relate to the Synod and General Assembly Committees. It's not an easy task, but they cheerfully give their time each month to such important decisions.

Now, ride with me in my car to see the churches where revitalization is occurring thanks to the work of the Church Development Committee and the faith commitment of dedicated Presbyterians like yourself. Earlier today, we celebrated the vision of this Division and were made aware of what we must accomplish to continue to be a presbytery enabling the mission of the church. We are challenged to strengthen this area of ministry thru efforts as the Bi-centennial Fund. The purchase of land in Greensboro for First Korean and the NCD project at Oakridge are exciting examples of progress being made.

Now come with me back to my office. It is here that your benevolent dollars are recorded and the checks written to buy land, pay salary support, provide food grants for soup kitchens, missionary support, and in general enable our presbytery to coordinate our common ministry as well as provide support to the mission of the larger church.

It is the place where I am most likely to develop a major headache, because the ministries our committees plan and the dollars to support them rarely balance. You have a right to be proud of the programs and projects we sponsor, but you need to know that each year the likelihood of those programs continuing is less and less certain.

It is said that there are four things that basically control our giving:

1. TRADITION - (Where what we have done in the past becomes the overriding force in determining what we give;)

2. REASON - (Does it make sense?) One gives to benevolence because it enables the work of the Church; because "I know my money will be used for ministries I'll be proud of" . . .

3. EXPERIENCE - (My experience teaches me that this is viable)

4. SCRIPTURE - (What does the bible say about what we give) See Gen. 28:22; Lev. 27.32; Acts 20:35

I think it is very important for us to remind ourselves today that we all share responsibility for one another. That is why we come to a place like this and sit together to deal with things, sometimes important, sometimes not so important, but its the realization that we are not alone. It is a recognition of shared power which accomplishes the greater goal.

I hope at the end of our travels you can feel proud of what you've seen and want to continue to be a part of the work and ministry of the Presbyterian Church USA. We are a presbytery sometimes struggling to make ends meet, but I can see a prosperous Presbytery reaching and maintaining the goals we set for it. I challenge each of us to take on the responsibility of making Salem Presbytery a strong and healthy Presbytery honoring our commitment, as so well expressed in our Mission Design, "to change as the Spirit of God gives us insight and courage, to acknowledge that Christ is ever before us, and that we are about the business of doing justice, loving kindness and walking humbly with God."

Thank you for letting me share in this walk in such a special way as Associate for Business and Finance/Treasurer. AMEN

WORSHIP, COMMUNION, AND INSTALLATION OF A. MICHAEL WARREN

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion and Installation of A. Michael Warren as Associate Presbyter for Care and Development of Leadership. The preacher was the Rev. Mrs. Laura Spangler. The pianist was Rev. David Partington of the Shallowford Church.

LUNCH

The Presbytery was recessed for lunch at 12:40 p.m.

AFTERNOON SESSION

At 1:40 p.m. the Moderator reconvened the Presbytery, and the prayer of dedication for the Two-Cents-A-Meal Offering and prayers of petition and intercession were led by Barbara Clawson.

HUNGER COMMITTEE
Charles Cameron, Moderator

Barbara Clawson presented Harry and Vera Opata from Ghana, who spoke on the work of a medical center there. The Opatas presented a gift to the Presbytery.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a Service of Honorable Retirement for the Rev. Mr. Ernest M. Bradford. Elder Rosa Yourse spoke of his contributions to the Church during his ministry. John Handley presented Mr. Bradford with a framed Certificate of Retirement on behalf of the Presbytery.

BICENTENNIAL FUND

J. Herbert Nelson presented highlights under the theme "What Time Is It?"--"It's Bicentennial Fund Time"!

REPORT OF THE EXAMINATIONS COMMITTEE
W. Russell Ward, Jr., Moderator

Presbytery proceeded with the examination of Raymond Walker Riddleberger, David Eugene Leininger, and Norris London Fellows, who wish to transfer into Salem Presbytery. They have been examined and approved by the Examinations Committee of Presbytery.

ACTION:

5. Presbytery approved the committee and floor examination of the Raymond Walker Riddleberger in accordance with Book of Order G-11.0402.

   a. The Reverend Raymond Riddleberger was received from Abingdon Presbytery for the purpose of accepting the call as Pastor of the Old Town Presbyterian Church of Winston-Salem. The effective date is October 1, 1992.

   b. His credo which follows was approved:

My faith is centered upon the concept of a Triune God who has revealed Himself as Father, Son, and Holy Spirit. Recognizing that language is symbolic, God has revealed Himself as Father or parent in that He has created from nothing all that exists. Our earth, the air we breathe, the mystery of human life reveal a God who out of love created us for fellowship with Him.

We have been created in the image of God. However, out of an act of our own free will we forfeited that fellowship through disobedience. The garden of Eden reveals that story. God, then for centuries, sought to call us back into fellowship with Him. Through prophet, priest (the temple ritual), and acts of redemption, such as the Exodus, God called us back into fellowship. The record of this is contained in what is commonly called the Old Testament. It is the story of God's gracious calling and of our rejection and willful disobedience. It also, unfortunately, reveals that propensity to sin that is inbred in us all. As Paul wrote in Romans, "All have sinned and come short of the glory of God."

In the fullness of time, God, out of the greatest possible love and concern for us, sent his son Jesus Christ to dwell among us. He was born of the Virgin Mary, lived life as one of us yet without sin. He endured our temptations, our weaknesses and yet remained faithful. He is our example of Godly living and yet much more. He took our sins upon Himself and made Himself an offering of atonement upon the cross. It is only by pleading His shed blood are we again restored to that relationship with God for which we were intended.

He, Christ, is the pioneer and perfecter of our faith. He is Lord of all and will one day return to remake all things new. In Him we have life in the present and as He rose to new life we will have a resurrected body after His fashion. The Gospels tell of the life, death, and resurrection of Jesus.

In the Presbyterian church we are part of the Body of Christ with Christ as the Head. We are called to continue the work that Christ started. We are called to baptize, teach, call to discipleship all people and nations. (See the Great commission in Matthew 28)

After His ascension this same Christ promised to send the Holy spirit to be with the Church to aid and to unite the Church in its work. This Spirit is always present with the Church. We are called within the Church to witness in the saving grace of God in Jesus Christ.

Our Lord Jesus Christ taught that the Kingdom of God is present and yet future. As we remain faithful in the Church, together as Pastor, Officer, and People, we are a living example of that Kingdom.

The Scriptures of the Old and New Testament are that authoritative guide which we live and worship.

c. Presbytery approved the establishment of the Pastoral relationship between Mr. Riddleberger and the Old Town Church effective October 1, 1992; approved the following Terms of Call from the Old Town Church; and the Call was ordered placed in his hands.

Salary	$19,000.00
Use of Manse	Provided
Utilities Allowance	2,250.00
Automobile Allowance	2,750.00
Social Security Equivalent	1,454.00
Book/Study Leave Allowance	550.00
Medical Insurance/Annuity	6,357.00
Moving Costs	Provided
Vacation	Four weeks
Study Leave	Two weeks (if used)

d. The following Administrative Commission be approved to install him as Pastor of Old Town Presbyterian Church, Winston-Salem on October 4, 1992 at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Max Deal	Preside & Propound Constitutional Questions	Minister
Julian Lake	Preach the Sermon	Minister
Martha Young	Charge the Minister	Elder
Tom Bagnal	Charge the Congreg.	Minister
John Barr	Lead in Worship	Elder
Grace Ellis	Installation Prayer	Elder

e. Mr. Riddleberger was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF DAVID EUGENE LEININGER

ACTION:

6. Presbytery approved the committee and floor examination of David Eugene Leininger in accordance with Book of Order G-11.0402.

a. The Reverend David Eugene Leininger was received from Flint River Presbytery for the purpose of accepting the call as Pastor of the St. Paul Presbyterian Church of Greensboro, NC. The effective date of September 1, 1992.

b. His credo which follows was approved:

The beginning of Scripture, "In the beginning, God..." is the beginning of theology - God is the source and origin of the universe. God created all things of God's own free choice and out of a heart of love and grace.

God created humanity for fellowship with God, offering us a mandate of dominion, of stewardship, of God's creation. But humanity broke that fellowship in choosing to sin, a choice which resulted in an estrangement of such proportions that only God could reestablish the relationship.

God did indeed choose to offer a remedy, sending the only Son, Jesus Christ, to redeem, to "bridge the gap," in His life, death, and resurrection for all who would put their faith in Him, offering an opportunity of life eternal with the Godhead.

Those who have accepted God's gracious gift of faith in Jesus Christ have been called together by the power of the Holy Spirit into the church, the mystical body of Christ, and have been sent forth into the world with a commission to share the good news of reconciliation which has taken place in Jesus, participants in God's salvific work. The Spirit also challenges the church, through both general and special revelation, to a life of obedient, responsible, and loving service in the name of the Lord who called us into being.

As the beginning of Scripture is the beginning of theology, the end of Scripture is the consummation of all things. With John of Patmos, the saints through the ages look to the fulfillment of the promise, "Surely I am coming soon." The prayer of faith and hope remains, "Amen. Come Lord Jesus!"

c. Presbytery approved the establishment of the Pastoral relationship between Mr. Leininger and the St. Paul Presbyterian Church (Greensboro) effective September 1, 1992; approved the following Terms of Call from the St. Paul Church (Greensboro); and the call was ordered placed in his hands.

Salary	$20,000.00
Housing Allowance	16,000.00
Automobile Allowance	3,000.00
Expense Allowance	2,282.00
Medical Allowance/Annuity	10,464.00
Moving Costs	Provided
Study Allowance	500.00
Other	2,754.00
Vacation	Four weeks
Study Leave	Two weeks

d. That the following Administrative Commission be approved to install Reverend David Leininger as Pastor of St. Paul Presbyterian Church, Greensboro, NC on October 18, 1992 at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Tom Lane	Preside & Propound	Minister
Thomas Horton	Preach the Sermon	Minister
John Truitt	Charge the Minister	Minister
Judy Gibson	Charge the Congreg.	Elder
Robert Glasgow	Lead in Worship	Elder
Owen Cooke	Lead in Worship	Elder

e. Mr. Leininger was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF NORRIS LONDON FELLOWS

ACTION:

7. Presbytery approved the committee and floor examination of Norris London Fellows in accordance with Book of Order G-11.0402.

   a. The Reverend Norris London Fellows was received from New Hope Presbytery. He is honorably retired and living in Mocksville, NC.

b. His credo which follows was approved:

God is the prime source of all creation. There is nothing before Him. He is outside of time as we know it. When we say God is the alpha and omega we mean that God is before time, in time, and after time. He is eternal. He is all wise, all knowing, and all powerful. He is the creator of all that is. With all His power He is also a loving Father justly and compassionately leading His people in righteousness and love. The revelation of such a God in the Scriptures opens our mind to other dimensions of life than the four score and ten. The Scriptures teach that God revealed Himself to the Hebrews and they were to be His priests to all humanity. The world was in a state of sin and confusion when God spoke with Abraham and established a covenant relation with him and his people.

God heard the cry of His people in Egypt and sent Moses to lead them to the promised land. The message of the Exodus is, God will bless your arms and labor as long as you are in a right relation with Him in faith and works. The distinction is, hopeless toil in Egypt, and tending and defending your own vineyard. God gave the Hebrews the promised land, but they had to take it militarily and hold it as in the example of Gideon. When God gave Moses the Ten Commandments, it was an example of the priesthood of the Hebrew people and is the basis of our own legal system.

The Holy Spirit is the most intimate person of the Trinity. It touches the most deep-seated regions of the mind of man and produces the most profound changes in personality. It can reveal spiritual truth in a personal way, as in the example of the life of St. Paul. Jesus was touched by the Holy Spirit at His Baptism and before His temptation in the wilderness.

The life of Jesus was one of inspiration, information and example of the Godly life. The death and resurrection of Jesus Christ is the price God gave for the sin of mankind. It is also the basis of the hope of our own resurrection.

The work of the Church is a work of Love, Fraternity, and Charity. The Church administers the sacraments. In the Church we learn we are responsible for our own sins and are our neighbors keeper. We are also taught to be responsible members of larger institutions. We are taught that if we confess our sins there is forgiveness with Christ. He is the source of salvation and saving grace. The Church provides an environment where the peace, joy and hope of the Lord Jesus Christ can be practiced and enjoyed. The Church challenges God's people with the message of the Prophets and comforts its people in times of stress, abandonment and death.

c. Mr. Fellows was instructed to sign the obligations required of a minister to be enrolled in presbytery.

Presbytery proceeded with the examination of candidate Sam E. McGregor, Jr. He has passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

RECEPTION OF SAM E. MCGREGOR, JR.

ACTION:

8. Presbytery approved the committee and floor examination and sermon of Sam E. McGregor.

a. Sam E. McGregor, Jr. was received and will be ordained by Salem Presbytery so that he may accept the Call of the Siler City Presbyterian Church. Sam has been under the care of Trinity Presbytery. The effective date of the Call is October 11, 1992.

b. His credo which follows was approved:

I believe in the one triune God, traditionally called Father, Son and Holy Ghost. God has been revealed to us most clearly in the life, death, and resurrection of Jesus Christ, the incarnation of God in human flesh. Jesus Christ is my Lord and Savior and through Him I worship God.

God is **Creator.** In the accounts recorded in the first chapters of Genesis, we come to understand that God created us male and female, breathed life into the first human beings, and proclaimed this creation very good. God continues to create in the world today.

God is **Covenant Maker.** God covenanted with the people Israel to be their God and for them to be God's people. God has remained faithful to the promise even when God's people have been disobedient. God expects us today, as faithful followers, to remain committed to the covenant and look to God for guidance.

God is **Revealer.** God has revealed God's self most clearly in Jesus Christ and in the words of Holy Scripture, our guide for Christian living. God continues to be revelatory today through the church, the sacraments, prayer, the created order, and through human beings who are entrusted with the earth's care.

God is **Sustainer.** God has sustained the Israelites through the wilderness, Jonah in the belly of the fish, Paul on his missionary journeys, and the church in Acts and Romans. God continues to sustain us now in the midst of our tribulations.

God is **Redeemer** and **Reconciler.** Jesus Christ entered a world weighed down by sin and he triumphed over death. Jesus' life, death, and resurrection has broken the chains of bondage from sin and freed all humankind to experience the forgiveness of their sins through Jesus Christ as Lord. God is calling all human persons to come to know God through the Son.

God is **Liberator.** God freed the Israelites from Egyptian captivity and through Jesus Christ, God freed persons from disease, demonic possession, oppression, and shame. God continues to work in the world today through human persons who promote justice and righteousness for all of God's people.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Mcgregor and the Siler City Presbyterian Church effective October 11, 1992; approved the following Terms of Call; and the call was ordered placed in his hands.

Salary	$17,000.00
Use of Manse	Provided
Utilities	Provided
Automobile Allowance	2,800.00
Social Security Equivalent	1,691.00
Book/Study Leave Allowance	550.00
Medical Insurance/Annuity	6,661.00
Moving Expenses	Provided
Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was approved to ordain and install him as Pastor of the Siler City Presbyterian Church on October 18, 1992, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
John M. Handley	Preside & Propound the Constitutional Questions	Minister
Lib McGregor Simmons Presbytery of Giddings-Lovejoy	Preach the Sermon	Minister
Philip R. Gehman	Charge the Minister	Minister
George L. Jones	Charge the Congregation	Elder
Michael Poulos	Lead in Worship	Minister
C. Carroll Inman, Jr.		Elder
Jimmy McGregor New Covenant Presbytery		Elder
Ralph Macdonald Foothills Presbytery		Elder
Sam E. McGregor Trinity Presbytery		Elder
Betty U. McGregor Trinity Presbytery		Elder

e. Mr. McGregor was instructed to sign the obligations required of a minister to be enrolled in presbytery.

REPORT OF COMMITTEE ON MINISTRY
Laura Spangler, Moderator

The Committee On Ministry welcomes our new staff member, Michael Warren. The Examinations Committee and the COM are planning a retreat together for January 14-15, 1993. The retreat will be led by General Assembly COM staff resource Mac McCuen. We hope to use this time to build trust and strengthen our working relationships.

The Committee On Ministry generally meets the third Thursday of every month at 1:00 at Grace Presbyterian Church, Winston-Salem. Your needs and contributions are welcomed.

DISSOLUTION OF RELATIONSHIPS

ACTIONS:

9. The relationship between The Reverend Reid Montgomery and the Speedwell Presbyterian Church was dissolved effective September 30, 1992.

10. The relationship between The Reverend Guy Hunt and the Beulah and Wilkes Chapel Presbyterian Church was dissolved effective September 27, 1992.

MINISTER MOVING INSIDE THE PRESBYTERY

ACTION:

11. The relationship between The Reverend Guy Hunt be approved to accept the call to serve as Pastor of the Danbury Community Church effective October 1, 1992.

    The following Terms of Call be approved:

	Church	Presbytery
Salary & Housing	$16,088.00	$5,362.00
Social Security	1,231.00	410.00
Pension & Major Med.	4,676.00	1,559.00
Auto Expenses	1,950.00	650.00
Continuing Education	413.00	137.00
	$24,358.00	$8,118.00

GRAND TOTAL: $32,476.00

The Reverend Guy Hunt was approved to serve as Small Church Specialist of Salem Presbytery.

The following Administrative Commission was approved to install Rev. Guy Hunt as Pastor of the Danbury Community Church, Danbury, NC on October 18, 1992 at 3 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Curtis Patterson	Preside & Propound Constitutional Questions	Minister
Carter Shelley	Preach the Sermon	Minister
Richard Hunt	Charge the Minister	Minister
Rob Evans	Charge the Congreg.	Minister
James Mauldin	Lead in Worship	Minister
Gayle Knox	Prayer	Elder
Jennie Hemrick	Participant in Worship	Elder
Bob Thompson	Scripture	Elder
Charles England	Prayer	Elder
Dean Veltman	Invocation	Minister

INTERIM PASTOR RELATIONSHIPS

ACTIONS:

12. Presbytery renewed the Interim relationship between The Reverend Donald Price and the First Presbyterian Church of Boone, NC, for up to six months effective August 1, 1992.

13. Presbytery extended the Interim relationship between The Reverend Leighton Culler and Westminster Presbyterian Church of Greensboro for an additional six months effective August 1, 1992. The terms of the covenant were amended to include two months' salary upon termination.

STATED SUPPLY RELATIONSHIPS

ACTIONS:

14. The Stated Supply Pastor relationship between The Reverend Donald Mimbs and Clio and New Salem Churches was renewed for another year, effective June 18, 1992.

15. The Reverend Carter Shelley was approved as the Stated Supply Pastor at the Shiloh Presbyterian Church in Statesville, NC for one year effective September 1, 1992, and continuing until August 31, 1992.

Ministerial Duties:	Hours Per Month:
Preaching & Worship Leadership	48 hours (12 hrs/week)
Visitation	8 hours
Moderate the Session & Other	4 hours
Duties as Arise	60 hours (15 hrs/week)

Compensation:

$100.00 salary per week = $5200.00 per year

+22.68 mileage per week = 1179.36 per year (84 mi. RT)
$122.68 x 52 weeks = $6379.36

Four weeks vacation provided
Two weeks study leave provided

Carter will pay her own Pension/Major Medical and will keep track of her mileage for IRS purposes. Her salary will be given in the form of Housing Allowance, also for IRS records.

16. The Stated Supply Relationship between The Reverend Jim Mitcham and the Shady Side Presbyterian Church was renewed for an additional year effective September 20, 1992.

TEMPORARY SUPPLY RELATIONSHIP

ACTION:

17. Randy Hall of Lexington, NC, was approved to serve as temporary supply, one-fourth time, of the Cleveland Presbyterian Church for one year. The Committee on Ministry invites him to become an Inquirer with the Committee on Preparation for Ministry.

MODERATORS OF SESSION

ACTION:

18. The Reverend Rick Wurst was approved to serve as Moderator of session of the Bethesda Presbyterian Church of Ruffin, NC.

19. The Reverend Steve Dyer was approved to serve as Moderator of Trinity Presbyterian Church of Elon College.

20. The Reverend John Truitt was approved to serve as Moderator of Madison Presbyterian Church, in consultation with the Administrative Commission for Madison.

21. The Reverend Rob Evans was appointed moderator of session of the Beulah Presbyterian Church.

MINISTERS IN OTHER WORK

ACTION:

22. The Reverend Page Shelton was approved as serving a valid ministry as Hospice Coordinator for Hospice of Yadkin County.

COMMITTEE ON PREPARATION FOR MINISTRY
David Daniel, Moderator

The Committee On Preparation for Ministry met on August 31, 1992 and interviewed Allen Smith, First, High Point, at considerable length, concerning his application for inquiry. We cannot recommend approval of Allen Smith's application at this time.

ACTION:

23. Presbytery instructed the Committee on Preparation for Ministry to stay in close communication with Allen Smith during the coming year with the understanding that the Committee and Presbytery will reconsider his application a year from now.

ACTION:

24. Presbytery examined and received Anne Louise Hall as an extraordinary candidate under G-14.0313c (reduction of the two year requirement to one year). The reasons as required by the same section are as follows:

    a. Anne Hall was an inquirer of Southern New England Presbytery.

    b. She has completed a M.Div. at Yale Divinity School.

    c. Her husband, Rick Wurst, accepted the call of the Stony Creek Presbyterian Church and moved into this Presbytery. Anne transferred her church membership to Stony Creek, unaware of G-14.0311, which requires transfer from one Committee on Preparation for Ministry to another before the transfer of church membership. "Failure...to follow this procedure shall result in the for forfeiture of standing as an inquirer or candidate."

    d. The Moderator of the Committee on Preparation for Ministry of the Presbytery of Southern New England, Dr. David R. VanDyke, wrote of Anne, "I believe that this situation is an example of precisely why the Book of Order allows for extraordinary status to be granted and I heartily endorse Anne's request."

    e. Anne is ready to move on to Ordination Exams and to pursue a call, and the Committee on Preparation for Ministry of Salem Presbytery sees no need to require the full two years.

The Committee has dismissed Elizabeth Inman to Western North Carolina Presbytery to accept the call as Associate Pastor of the Black Mountain Presbyterian Church, effective July 1, 1992.

The Committee has dismissed Karen Parsons to Providence Presbytery, and she will be examined for ordination on October 11, 1992.

ECUMENICAL RELATIONS COMMITTEE
Robert O. Freeman, Moderator

Elder Lois Brake reported her participation at the National Workshop on Christian Unity.

COMMITTEE ON REPRESENTATION
Martha Smith, Moderator

As outlined in the Book of Order G-9.0105 the principal function of this committee is to advise Salem Presbytery of the need for nominations from particular categories needing increased representation on committees, boards, agencies and other units implementing the principles. The members of the Committee met on July 21, 1992, to examine the current listing of membership on Salem Presbytery committees and found the following totals:

TOTAL COMMITEE MEMBERS	-	366	places filled
		21	vacancies
		387	possible members
BLACK/ETHNIC MINOR	-	75	(20%)
CAUCASIAN	-	289	(79%)
WOMEN	-	151	(42%)
CLERGY	-	121	(33%)
LAY	-	245	(67%)
MODERATORS OF COMM (not counted in totals above)	-	38	
BLACK/ETH		6	
CAUCASIAN		32	
WOMEN		13	(B/E 3; CAU 10)
CLERGY		21	
LAY		17	

The Committee on Representation commends the Committee on Nominations for their careful and responsible attention to the makeup of committees. Not only do the overall percentages show a reasonable division of membership, but with minor exceptions, each individual committee shows adequate representation. The representation of Black/Ethnic minorities exceeds their percentage of the Presbyterian membership, 10% (39,000/4,000). We have made one recommendation, for additional Black representation on the Committee on Criminal Justice/Prison Ministries, because of the nature of the work of that committee.

We have prepared detailed analysis committee by committee, which will be available in the Presbytery office for anyone who would like to refer to it. The Committee on Representation has two requests:

1. Pastors and session should be alert to members of their churches who can contribute through skills and commitment to the work of one of the presbytery committees. Please ask these persons to fill out information forms for the assistance of the Nominations Committee.

2. Moderators of committees should remember the work patterns of the members of their committees and plan meetings so that members can attend. The goal of representation is not met by names on the membership list if some members are unable to attend.

NOMINATIONS COMMITTEE
Malcolm Bullock, Moderator

ACTION:

25. That Salem Presbytery elect the following persons to fill vacancies in the structure as stated:

COUNCIL

Moderator: N. N. Fleming, III

Class of '95
Linton Deck - Greensboro First
Mac Dagenhart - Winston-Salem First
_____

ADULT MINISTRY

Moderator: Ed Powers

Class of '95
Jack Marshall
June Woodall
Deb Polson - Starmount
_____

BUDGET AND FINANCE

Moderator: Rev. John Milholland

Class of '95
Becky Lowery - John Calvin
_____
_____
_____

CAMP GRIER

Moderator: Rev. Guy Hunt

Class of '95
Charles England
Marvin Norman

CAMP NEW HOPE/PRESBYTERIAN POINT

Moderator: Rev. Bob Bryant

PROGRAM SUB COMMITTEE

Class of '95
Sammie Braxton
Rev. Bob Bryant

PROPERTY SUB COMMITTEE

Class of '95
Allan Cannon
Jack Eichelberger - Salisbury First

CHILDREN'S MINISTRY

Moderator: Carol Burke

Class of '95
Edye Williamson
Donna Chase
Gary Knox - Mt. Tabor

CHURCH DEVELOPMENT

Moderator: Bill Hylton

Class of '95
Marsha Hooks
Dr. Jung Kim - Korean Church

COMMUNICATIONS

Moderator:

Class of '94

Class of '95
Tom Harrell - Salisbury First
Florence Gatten - Greensboro First

CRIMINAL JUSTICE

Moderator: Rev. Michael Askew

Class of '95
Rev. Ivan Lowery
Rev. Michael Askew
Mike Kirkpatrick

ECUMENICAL RELATIONS

Moderator: Lois Brake

Class of '95
Rev. Allen Morrison
Rev. Bob Button
Barbara Brennan

Moderator: Fred Ward

Class of '93

Class of '95
John Hamil

EXAMINATIONS

Moderator: Rev. Russ Ward

Class of '95
Rev. Jo Anne Hull
Robert Rush
Rev. Jay Click

EVANGELISM

Moderator: Rev. Robert Howard

Class of '95

Rev. Phillip Pogue - Glendale Springs

GOALS AND EVALUATIONS

Moderator: Rev. Norman Whitney

Class of '95
Robert Lloyd - Starmount
Rev. Jimmy Grant - Lexington First
Rev. Norman Whitney

HIGHER EDUCATION

Moderator: Milton Spann

Class of '93
Marvin Norman - Calvary

Class of '94

Class of '95
Rev. Jim Allen
Milton Spann

HUNGER

Moderator: Charles Cameron

Class of '95
Louise Dunlap Grose
Rev. John Brearly
Jan Sparrow

INTERNATIONAL MISSIONS

*Moderator: Robert Pittard (exception)

Class of '93
Robert Pittard - Starmount

Class of '95
Virginia Boyle - Statesville First
Rev. Jim Layman - Starmount

MINISTRY COMMITTEE

Moderator: Rev. Laura Spangler

Class of '95
Perry Snipes
Paul Boone
Rev. Marie Reed
Phyllis Chamers - Cameron
Lisa Mullen
Margaret Elliott - Trinity WS
Rev. Ann Jahnes

OUTDOOR MINISTRIES DIVISION

*Moderator: Don Howie

Class of '95

PEACEMAKING

Moderator:

Class of '93
Rev. Chris East

Class of '94

Class of '95
John Morrison
Steve Clark - Calvary
Philip Gelsor

PERMANENT JUDICIAL

Moderator: Rev. Pat Stewart

Class of '98
Cora Massey

PERSONNEL

Moderator: Rosa Yourse

Class of '94

Class of '95
Rosa Yourse
Mort Rochelle
Ed Carter

PREPARATION FOR MINISTRY

Moderator: Rev. David Daniel

Class of '93

Class of '95
Rev. David Daniel
Rev. Bob Herron
Luella Graves

PROFESSIONAL DEVELOPMENT

Moderator: Rev. Jim Wilson

Class of '95
Rev. Chris Zorn
Connie Dekleuver

RACIAL ETHNIC

Moderator: Rev. Sam Stevenson

Class of '95
Lovie McBryde - St. James
LaDonna McArthur - Edward Webb

REPRESENTATION

Moderator: Rev. Joe Spears

Class of '95
Rev. Warren Brannon
Muriel Ward - Alamance
Mike Smith - Eden First

RESOURCE CENTERS

Moderator: Eleanor Godfrey

Class of '93
Rev. Leland Richardson - Mocksville First

Class of '95
Martha Nichols
Jaunita Norman - Calvary

SINGLES

Moderator: Nancy Terry

Class of '95
Nancy Terry
Mary Lou Lee
Kristen Anderson

SMALL CHURCH SUPPORT

Moderator: Rev. Bill Hayes

Class of '95
Rev. Bill Metzel

SOCIAL JUSTICE

Moderator: Rev. David Partington

Class of '93
Rev. Kellie Weekly - Lansing

Class of '95
Rev. Guy Hunt
Rev. Page Shelton

SPIRITUAL FORMATION

Moderator:

Class of '95
Rev. Frank Dew
Dr. William Reich

STEWARDSHIP

Moderator: Dr. Richard Miller

Class of '95
Frank Stewart

WOMEN'S MINISTRY

Moderator: Gayl Knox

Class of '94
Jenny Hemrick - Danbury
Mary Coley - Statesville First

Class of '95
Jean Moore - Salisbury First

WORSHIP AND MUSIC

Moderator: Don Armitage

Class of '95
Patrick Murphy
Marian Greeson - Thomasville First

YOUTH MINISTRY

Moderator: Bill Chase - Alamance

Class of '93
Rev. Michael Poulous - Greensboro First

Class of '94

Class of '95
Anita Leone
Bill Chase - Alamance

ACTION:

26. The Nominating Committee was instructed to continue to seek to fill the vacancies in the Presbytery structure; the Council was authorized, at its November meeting, to approve people to fill vacancies; and that those actions of the Council be ratified at the February meeting of Presbytery.

***Asking Presbytery to make an exception to allow Moderator to serve for a third year.**

REPORT OF THE STATED CLERK

Sessional Records Review

Yanceyville 1991 Records from "pending" to "approved"

Add to those "approved":

Madison	July - December 1990
Piedmont	1991

Add to those "approved-pending":

Yadkin United	1991

Notice of Appeal

The decision of Salem's Permanent Judicial Commission on the complaint of John W. Bolton, Jr. against the Alamance Church Session has been appealed to the Synod of the Mid-Atlantic by Mr. Bolton.

Presbytery Office

The presbytery office building project is still part of the Bicentennial Fund Prospectus. A committee appointed by the Salem Council is at work seeking a permanent location for our office. Requests of churches wishing to include the office project in their Bicentennial Fund commitment will be honored.

Bethel Church Compliance with Book of Order G-14.0202a.(2)

"In compliance with Book of Order G-14.0202 a (2) and for Bethel Presbyterian Church, I am reporting to you that at a congregational meeting on August 9, 1992, a vote was taken to be exempt from the requirements for election in force before 1983. We will now determine our own practice regarding the election and terms of office of elders. The voting for this exemption was 60-7, and was by secret ballot.

We shall report to you the results of the election for officers, if not in compliance with G-14.0202 a (1)."

RESOLUTIONS COMMITTEE

Elder Bill Shouse presented and Presbytery adopted the following Resolution:

ACTION:

27. Presbytery approved the following resolution and included it in the Minutes of the Sixteenth Stated Meeting of Salem Presbytery:

RESOLUTIONS OF THANKS

Whereas, the Sixteenth Stated Meeting of the Salem Presbytery was honored to be guests of the Glendale Springs and Laurel Fork Presbyterian Churches, thanks for their kind expression of hospitality; and,

Whereas, the Presbytery was inspired by the sermon delivered by Sam E. McGregor, Jr., Candidate for Ordination as Pastor of Siler City Church; and,

Whereas, Elder Gladys Bailey, Moderator of the Church Development Division, led an inspiring presentation entitled, "Celebrating the Vision"; Evangelman was finally convinced that there are things happening in the Presbyterian Church; and,

Whereas, small churches Cameron, Glendale Springs, Lansing, New Creation, and Danbury were honored for their accomplishments and service to the Lord; and,

Whereas, Love Valley, New Creation, First (Lexington), and First (Greensboro) Churches received awards for their excellence in Stewardship; and,

Whereas, Rev. Laura M. Spangler inspired us with her sermon "A Covenant for Justice" (food for thought); and

Whereas, Rev, Michael Warren was installed as Associate Presbyter for Care and Development of Leadership and whose service in years to come will bring the Blessings of God to our lives; and,

Whereas, we participated in the Lord's Supper as Sisters and Brothers in Christ; and,

Whereas, the Moderator, Rudy Boone, demonstrated excellent leadership skills which kept the meeting organized and interesting; and,

Whereas, the Stated Clerk/Executive Presbyter John Handley made inspiring remarks on Mission; and,

Whereas, Salem Presbytery participated in the Service of Worship and Recognition of Honorable Retirement for the Reverend Ernest Bradford; and,

Whereas, Elder Willie Garvin, Presbytery Associate for Finance and Business Affairs/Treasurer, made us aware of the State of Salem Presbytery;

Therefore, be it resolved, the members of Salem Presbytery meeting on the Third Day of October in the Year of Our Lord Nineteen Hundred and Ninety Two and in our Sixteenth Stated Meeting, do hereby give thanks to God for His mercies and praise His Name for evermore.

Submitted by the Resolutions Committee
Salem Presbytery

Elder Doris Cameron
Elder Bill Shouse

ADJOURNMENT AND BENEDICTION

There being no further business, the Sixteenth Stated Meeting of Salem Presbytery was adjourned at 3:07 p.m. with prayer by Moderator Rudolph V. Boone, Sr.

Attested:

John M. Handley
Stated Clerk

SALEM PRESBYTERY
SIXTEENTH STATED MEETING
GLENDALE SPRINGS PRESBYTERIAN CHURCH
GLENDALE SPRINGS, NORTH CAROLINA

DOCKET

October 3, 1992

***Denotes Order of the Day**

*** 9:00 a.m.**	**Call to Order -- "Kirkin' O' the Tartans"**	
9:03	Sermon by Candidate for Ordination	
9:30	Organization of Presbytery Declaration of Quorum Adoption of Docket Welcome Introductions Ecumenical Visitor: *Father Robert Crewsdon* *Holy Trinity Episcopal Church* Communications Appointment of Standing Committees	*Rudy Boone*
9:57	Omnibus Motion	*Neel Fleming*
10:00	Council Report	*Neel Fleming*
10:05	Church Development Division Theme Presentation Elder Gladys Bailey, Moderator	
10:35	Bicentennial Fund Committee	*Murray White*
10:42	International Missions Committee	*Robert Pittard*
10:55	Stewardship Education Committee	*Bob Fiedler*
11:05	Budget & Finance Committee	*John Milholland*
11:10	State of Salem	*Elder Willie Garvin*
11:25	Preparation for Worship and TELLIT (Peacemaking, Pathways & Kaleidoscope)	
***11:30 a.m.**	**Worship, Communion, and Installation of Rev. Mike Warren** Preacher: *The Rev. Mrs. Laura Spangler* *First (Thomasville)*	
	Prayer of Thanksgiving	
***12:40 p.m.**	**Lunch**	
*** 1:30 p.m.**	**Prayers of Intercession and Dedication of Pennies/ 2 Cents-A-Meal Offering**	
1:35	Hunger Committee Introduction: *Doctors Harry and Vera Opata*	
1:40	Service of Honorable Retirement The Rev. Ernest Bradford	*Rosa Yourse*

1:55	Examinations Committee Raymond Walker Riddleberger, Pastor, Old Town David Eugene Leininger, Pastor, St. Paul (Greensboro) Norris London Fellows, Retired Sam E. McGregor, Jr., Ordinand, Pastor, Siler City	*Russ Ward*
2:17	Committee on Ministry	*Laura Spangler*
2:25	Committee on Preparation for Ministry	*David Daniel*
2:35	Ecumenical Relations Committee	*Bob Freeman*
2:45	Representation Committee	*Martha Smith*
2:50	Nominating Committee	*Malcolm Bullock*
3:00	Stated Clerk's Report	
3:02	Resolutions Committee	
* 3:07 p.m.	**ADJOURNMENT**	

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
October 3, 1992

A. Supporting information on minister changes:

1. To other presbyteries

None

2. From other presbyteries

: Sam E. McGregor, Jr. - called to Siler City Church
- Candidate File received from Trinity Presbytery
- Call Forms
- Ordination/Installation Commission

: Raymond Walker Riddleberger - called to Old Town Church from Abingdon Presbytery
- Certificate of Dismission from Abingdon Presbytery
- Call Forms
- Installation Commission

: David Eugene Leininger - called to St. Paul Church (Greensboro) from Flint River Presbytery
- Certificate of Dismission from Flint River Presbytery
- Call Forms
- Installation Commission

: Norris London Fellows - retired from New Hope Presbytery
- Certificate of Dismission from New Hope Presbytery

3. Within Presbytery

: Guy W. Hunt, Jr. - called as pastor of Danbury Community Church and part-time Small Church Specialist
- Call Forms
- Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commission

1. Stephen Andrew Moss as Pastor at Thyatira Church

Reference: Committee on Ministry

C. Notice of Exemption under G-14.0202 from Bethel Church

Reference: Stated Clerk's Report

D. Letter from General Assembly Council concerning denomination's events "to discern the Spirit and envision the future", including a Call to Prayer (See letter from GAC on back of this sheet)

Information

E. Emergency Relief Alert: Hurricane Andrew (received from churches in Salem Presbytery as of 9/25/92, $14,185.48); Hurricane Iniki

Information

F. Letter from Franklin Church concerning $1,300 donated for Hurricane Andrew relief

Information

SALEM PRESBYTERY

FINANCIAL STATEMENTS

DECEMBER 31, 1991

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WITHERINGTON, WELLS, MOOSE & MARTIN, P.A.

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INDEPENDENT AUDITOR'S REPORT

The Council of Salem Presbytery
Clemmons, North Carolina

We have audited the accompanying balance sheets of the General Fund, Restricted Fund, Loan and Grant Fund and Plant Fund of Salem Presbytery as of December 31, 1991, and the related statements of support, revenue, expenses and changes in fund balances and changes in financial position for the year then ended. These financial statements are the responsibility of the Presbytery's management. Our responsibility is to express an opinion on these financial statements based on our audit. We did not audit the financial statements of Camp Grier, Camp New Hope and Presbyterian Point, which represent 91% of the assets of the Plant Fund. Those financial statements were audited by other auditors whose reports thereon have been furnished to us, and our opinion, insofar as it relates to the amounts included for Camp Grier, Camp New Hope and Presbyterian Point, is based solely on the reports of the other auditors.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit and the reports of other auditors provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Salem Presbytery as of December 31, 1991, and the results of its operations and changes in its financial position for the year then ended in conformity with generally accepted accounting principles.

As discussed in Note 9 to the financial statements, the Presbytery has adopted a provision for computing depreciation in 1991 for Camp New Hope and Presbyterian Point.

Our audits were made for the purpose of forming an opinion on the financial statements taken as a whole. The supplementary information contained on pages 15 through 16 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied in our examination of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

Witherspoon, Wells, Moore & Martin, P.A.

Statesville, North Carolina
September 9, 1992

Salem Presbytery

BALANCE SHEET

December 31, 1991

With Comparative Totals for 1990

	General Fund	Restricted Fund
ASSETS		
Cash and temporary investments	$ 55,283	$404,299
Receivables		
Presbyterian mission support	-	120,380
Notes - Note 2	-	33,000
From other funds	188,473	-
Other	956	804
Total receivables	189,429	154,184
Investments	-	-
Prepaid expenses	602	-
Property, plant & equipment - Notes 1 and 3	-	-
Investment in camps - Notes 3 and 4	-	-
Total assets	$245,314	$558,483
LIABILITIES AND FUND BALANCES		
Payables		
Presbyterian mission support	$ 55,509	$226,541
Accounts & others	3,642	3,674
To other funds	-	197,871
Total liabilities	59,151	428,086
Fund balances		
Unrestricted		
Board designated	78,301	36,778
Undesignated	107,862	-
Restricted - Notes 7 and 8	-	93,619
Investment in plant	-	-
Total fund balances	186,163	130,397
Total liabilities and fund balances	$245,314	$558,483

Loan and Grant Fund	Plant Fund	Totals (Memorandum Only) 1991	1990
$394,419	$ -	$ 854,001	$ 776,167
-	-	120,380	83,390
139,315	-	172,315	172,948
9,398	-	197,871	423,364
-	-	1,760	1,518
148,713	-	492,326	681,220
85,520	-	85,520	-
-	-	602	2,564
-	54,588	54,588	65,000
-	526,052	526,052	515,147
$628,652	$580,640	$2,013,089	$2,040,098
$ -	$ -	$ 282,050	$ 162,641
-	-	7,316	14,696
-	-	197,871	423,364
-	-	487,237	600,701
-	-	115,079	108,825
-	-	107,862	131,637
628,652	526,052	1,248,323	1,133,935
-	54,588	54,588	65,000
628,652	580,640	1,525,852	1,439,397
$628,652	$580,640	$2,013,089	$2,040,098

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF SUPPORT, REVENUE, EXPENSES
AND CHANGES IN FUND BALANCES

Year Ended December 31, 1991

With Comparative Totals for 1990

	General Fund	Restricted Fund
SUPPORT AND REVENUE		
Presbyterian mission support	$ -	$2,273,763
Investment income	13,574	6,977
Gifts, grants and legacies	9,382	1,506
Program receipts	32,745	-
Total support and revenue	55,701	2,282,246
EXPENSES		
Presbyterian mission support	72,351	1,141,344
Salaries and related expenses	420,167	-
Occupancy & office rents	35,476	-
Depreciation	-	-
Other administrative expenses	47,010	-
Program services	435,346	-
Two-Cents-a-Meal Hunger Program	-	128,797
Other	-	3,997
Total expenses	1,010,350	1,274,138
EXCESS (DEFICIENCY) OF SUPPORT AND REVENUE OVER EXPENSES	(954,649)	1,008,108
FUND BALANCES - BEGINNING OF YEAR	206,637	106,310
TRANSFERS FROM ANTECEDENT PRESBYTERIES - Note 5	-	-
INTERFUND TRANSFERS	934,175	(984,021)
FUND BALANCES - END OF YEAR	$ 186,163	$ 130,397

Loan and Grant Fund	Plant Fund	Totals (Memorandum Only) 1991	1990
$ -	$ -	$2,273,763	$2,184,669
24,619	-	45,170	51,285
-	-	10,888	61,013
-	-	32,745	11,760
24,619	-	2,362,566	2,308,727
-	-	1,213,695	1,104,353
-	-	420,167	397,476
-	-	35,476	36,354
-	50,197	50,197	38,481
1,438	-	48,448	41,416
22,900	-	458,246	328,315
-	-	128,797	116,415
-	-	3,997	41,209
24,338	50,197	2,359,023	2,104,019
281	(50,197)	3,543	204,708
546,302	580,148	1,439,397	1,234,689
82,912	-	82,912	-
(843)	50,689	-	-
$628,652	$580,640	$1,525,852	$1,439,397

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF CHANGES IN FINANCIAL POSITION

Year Ended December 31, 1991

With Comparative Totals for 1990

	General Fund	Restricted Fund
RESOURCES PROVIDED		
Excess (deficiency) of support and revenue over expenses	$(954,649)	$1,008,108
Items that do not use (provide) resources		
Provision for depreciation	-	-
Increase (decrease) in payables and accrued expenses	44,454	67,574
Decrease (increase) in prepaid expenses	1,962	-
Decrease (increase) in due from other funds	(59,329)	-
Total resources provided	(967,562)	1,075,682
RESOURCES USED		
Purchases of plant assets	-	-
Increase (decrease) in receivables	(562)	37,794
Decrease (increase) in due from other funds	-	225,493
Purchase of investments	-	-
Total resources used	(562)	263,287
TRANSFERS		
Mission support	982,452	(982,452)
Plant acquisitions	(50,689)	-
Other	2,412	(1,569)
Total transfers	934,175	(984,021)
Increase (decrease) in cash	$ (32,825)	$ (171,626)

Loan and Grant Fund	Plant Fund	Total (Memorandum Only) 1991	1990
$ 281	$(50,197)	$ 3,543	$ 182,368
-	50,197	50,197	38,481
-	-	112,028	(38,556)
-	-	1,962	(1,896)
284,822	-	225,493	(231,512)
285,103	-	393,223	(51,115)
-	50,689	50,689	118,850
(633)	-	36,599	(72,127)
-	-	225,493	(231,512)
2,608	-	2,608	-
1,975	50,689	315,389	(184,789)
-	-	-	-
-	50,689	-	-
(843)	-	-	-
(843)	50,689	-	-
$282,285	$ -	$ 77,834	$ 133,674

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

NOTES TO FINANCIAL STATEMENTS

December 31, 1991

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies of Salem Presbytery (hereinafter referred to as the "Presbytery") are described below to enhance the usefulness of the financial statements to the reader.

Fund accounting

To ensure observance of limitations and restrictions placed on the use of resources available to the Presbytery, the accounts are maintained in accordance with the principles of fund accounting. This is a procedure by which resources are classified for accounting and reporting purposes into funds established according to their nature and purpose.

The Presbytery's funds are as follows:

General Fund - this fund accounts for unrestricted resources that are available for the support and operation of the office of the Presbytery.

Restricted Fund - this fund accounts for all Presbyterian mission collections and disbursements and various donor restricted gifts.

Loan and Grant Fund - this fund accounts for resources restricted to use for loans and grants to churches and loans to individuals.

Plant Fund - this fund accounts for all property, plant and equipment owned by the Presbytery.

Plant assets and depreciation

Uses of general and other funds for plant acquisitions are accounted for as transfers to the Plant Fund. Proceeds from the sale of plant assets are transferred to the General Fund. Depreciation is provided over the estimated useful lives of the respective assets on a straight-line basis for the property, plant and equipment. As discussed in Note 9, the Presbytery has adopted statement of Financial Accounting Standards No. 93 to recognize provision for depreciation for Camp New Hope and Presbyterian Point.

The Presbytery also may hold title to various church properties located within its boundaries for canonical purposes only. These properties are not included in the Plant Fund.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Support and revenues

Due to the voluntary nature of Presbyterian mission support received from member churches, support is recognized when received by the Presbytery, except for support received in the two weeks following the year end, which is recognized in the year intended by the member churches.

Pension plan

The Presbytery participates in a pension fund for the employees and ministers administered by the Board of Pensions of the Presbyterian Church (USA). Eligibility is determined by age, length of service and salary base. The pension expense for 1991 was $16,874 for the employees, and $18,949 for the ministers.

Comparative Total (Memorandum Only)

The total data are presented to facilitate financial analysis. The totals do not present financial position, results of operations, or changes in cash flow in conformity with generally accepted accounting principles. No consolidating or other eliminations were made in arriving at the totals; thus, they do not represent consolidated information.

Reclassifications

Certain items in the accompanying financial statements for 1990 have been reclassified in order to conform with the 1991 financial statement presentation.

NOTE 2 - NOTES RECEIVABLE

Notes receivable consist of the following at December 31:

	1991	1990
Restricted Fund		
Duke University	$ 33,000	$ 33,000
Loans and Grant Fund		
Various churches and individuals	126,257	139,948
Camp Grier	13,058	-
	$172,315	$172,948

NOTE 3 - PLANT ASSETS

Purchased plant assets are recorded at cost. Donated plant assets are recorded at fair market value at the date received, except for property, plant and equipment associated with Camps Grier, New Hope and Presbyterian Point. Related camp assets acquired from antecedent presbyteries are recorded at historical cost.

Property, plant and equipment are comprised of the following at December 31:

	1991	1990
Presbytery office, Clemmons, NC:		
Furniture and equipment	$ 94,963	$ 87,615
Less: accumulated depreciation	(40,375)	(22,615)
	54,588	65,000
Investment in Camps (Notes 4 and 9):		
Camp Grier		
Land and improvements	73,436	73,436
Buildings and improvements	173,263	162,307
Furniture and equipment	67,841	65,683
Less: accumulated depreciation	(200,352)	(187,634)
	114,188	113,792
Camp New Hope		
Land and improvements	142,296	116,846
Buildings and improvements	290,089	285,311
Furniture and equipment	57,305	57,305
Less: accumulated depreciation	(175,793)	(165,513)
	313,897	293,949
Presbyterian Point		
Land improvements	4,301	4,301
Buildings and improvements	119,222	119,222
Furniture and equipment	97,083	97,083
Less: accumulated depreciation	(122,639)	(113,200)
	97,967	107,406
Property, plant, and equipment	$ 580,640	$ 580,147

NOTE 4 - INVESTMENT IN CAMPS

The Presbytery acquired joint ownership of three camps from the antecedent presbyteries:

Camp Grier - 33 1/3% ownership with the presbyteries of Western North Carolina and Charlotte;

Camp New Hope - 50% ownership with the Presbytery of New Hope; and

Presbyterian Point - 50% ownership with the Presbytery of New Hope.

The Presbytery's investment in the camps is recorded in the Plant Fund at the book value of the property, plant and equipment of each camp. Annual subsidies to each camp in excess of capital improvements are recorded as current expenditures in the General Fund.

Subsidies to each camp are as follows:

	1991	1990
Camp Grier	$ 33,514	$ 31,460
Camp New Hope	30,384	40,968
Presbyterian Point	62,546	62,552
	$126,444	$134,980

NOTE 5 - TRANSFERS FROM ANTECEDENT PRESBYTERIES

Effective December 31, 1988, the boundaries of 10 North Carolina Presbyteries were realigned to establish 5 new Presbyteries. Early in 1989, a transitional period occurred to allow the conclusion of the work of the antecedent Presbyteries and divisions of the property, plant and equipment of each Presbytery. The transfers from antecedent Presbyteries are net of subsequent obligations that arose after the disposition of assets to Salem Presbytery from the Presbyteries of Concord, Yadkin and Orange. In 1991, Salem Presbytery received final distribution of the investments held by the Orange Presbytery Foundation.

NOTE 6 - OFFICE LEASE COMMITMENT

The Presbytery leases its office space in Clemmons for $1,962.50 per month. The lease is classified as an operating lease and expires March 31, 1992. Minimum future rental payments due under this lease as of December 31, 1991 are as follows:

1992	$5,888

NOTE 7 - RESTRICTED FUND

The restricted fund balance is comprised of the following at December 31:

	1991	1990
Two-Cents-a-Meal Hunger Fund	$ 79,756	$ 66,630
Synod/Duke Building Fund	36,778	33,825
Hsinchu Presbytery Partnership Fund	2,384	1,115
Peacemaking Fund	3,397	756
Black Caucus Fund	1,347	1,295
Winston-Salem Campus Ministry Fund	6,037	2,689
Other	698	-
	$130,397	$106,310

NOTE 8 - LOAN AND GRANT FUND

During 1982, Orange Presbytery created the Orange Presbytery Foundation, Inc., a charitable and religious organization organized under section 501(c)(3) of the Internal Revenue Code. Orange Presbytery approved 52% of the assets of the Orange Presbytery Foundation to be distributed to Salem Presbytery. During 1990, Salem Presbytery was not in control of the assets and did not include such assets in these financial statements.

The loan and grant fund balance is comprised of the following funds restricted for loans and grants at December 31:

	1991	1990
Church Development Loan Fund	$362,744	$361,718
General Loan Fund	150,000	150,000
Grant Fund	30,313	31,247
Knox - Abernathy Fund	913	3,337
D. P. Foust Estate Fund		
Home Mission Work	6,487	-
Preaching Weak Churches	9,560	-
Other	35,319	-
Stone Estate Fund	26,174	-
Maryland Hickerson Fund	1,250	-
Cora Harrison Fund	647	-
Virgil Ashbaugh Fund	626	-
Richard Bernhardt, Jr. Fund	77	-
Mary Smith Loan Fund	3,262	-
Reinvested Income Fund	1,280	-
	$628,652	$546,302

The Orange Presbytery Foundation, Inc. continues to hold shares of stock in the North Carolina Railroad Co. for the benefit of Salem Presbytery. At December 31, 1991, the market value of this investment was $31,391.

NOTE 9 - ACCOUNTING CHANGE

During 1991, the Presbytery began providing depreciation for the property, plant and equipment at Camp New Hope and Presbyterian Point. This was adopted to conform with the statement of Financial Acounting Standards No. 93, which requires provision for depreciation for all nonprofit organizations. The financial statements for prior years have been retroactively restated to apply this change. The effect of the change was to decrease current operations of the Plant Fund by $22,157 in 1991 and $22,340 in 1990, and to decrease the fund balance at January 1, 1990 by $256,373 to recognize the cumulative effect of prior years' depreciation.

Provision for depreciation has been recognized for the Presbytery and Camp Grier assets since the organization of Salem Presbytery. Therefore, no adjustments were required to these plant assets.

NOTE 10 - SUBSEQUENT EVENTS

Subsequent to December 31, 1991, Salem Presbytery purchased real estate for Church development for the following churches:

First Korean Presbyterian Church	$100,000
Proposed church - Oak Ridge Road, Northwest Guilford County	207,500
	$307,500

NOTE 11 - TAX EXEMPT STATUS

The Presbytery is a nonprofit organization exempt under Internal Revenue Code Section 501(c)(3). It pays neither federal nor state income taxes on related income.

SUPPLEMENTARY INFORMATION

Salem Presbytery

STATEMENT OF SUPPORT, DISBURSEMENTS AND TRANSFERS OF PRESBYTERIAN MISSION RECEIPTS

Year Ended December 31, 1991

	Actual	Budget	Actual Over (Under)
SUPPORT			
Presbyterian mission receipts from churches			
Budgeted unified & selected giving	$1,926,988	$2,000,000	$(73,012)
Non-budgeted selected giving			
Special offerings	130,345	-	130,345
Validated causes	216,430	-	216,430
Total support	$2,273,763	$2,000,000	$273,763
DISBURSEMENTS			
General Assembly			
Budgeted unified & selected giving			
Presbyterian mission	$ 431,714	$ 454,790	$(23,076)
Per capita assessments	145,210	145,210	-
Non-budgeted selected giving			
Special offerings			
One Great Hour of Sharing Offering	45,513	-	45,513
Christmas Joy Gift Offering	40,801	-	40,801
Witness Offering	16,145	-	16,145
Validated causes			
SOS Projects	15,874	-	15,874
1% theological fund	37,350	-	37,350
Crisis relief	3,670	-	3,670
Global mission & world hunger	2,944	-	2,944
Other special gifts	1,953	-	1,953
Synod of the Mid-Atlantic			
Budgeted unified & selected giving			
Presbyterian mission	270,293	283,847	(13,554)
Assessments	96,153	96,153	-
Non-budgeted selected giving			
Special offerings			
Mother's Day Offering	11,320	-	11,320
Thanksgiving Offering	10,743	-	10,743
Validated causes			
Presbyterian Homes, Inc.	2,598	-	2,598
Barium Springs Home for Children	1,580	-	1,580
Other	1,636	-	1,636
Subtotals carried forward	$1,135,497	$ 980,000	$155,497

	Actual	Budget	Actual Over (Under)
DISBURSEMENTS			
Subtotals brought forward	$1,135,497	$ 980,000	$155,497
Salem Presbytery			
Non-budgeted selected giving			
Special offerings			
Grandfather Home for Children	946	-	946
Validated causes			
Grandfather Home for Children	4,258	-	4,258
Other	645	-	645
Total disbursements	1,141,346	980,000	161,346
TRANSFERS			
Salem Presbytery			
General Fund			
Budgeted unified & selected giving			
Presbyterian mission	982,418	1,018,800	(36,382)
Non-budgeted selected giving			
Validated causes			
Other special gifts	34	-	34
Restricted Fund			
Non-budgeted selected giving			
Special offerings			
Peacemaking	4,876	-	4,876
Validated causes			
Two-Cents-a-Meal Hunger Program	137,544	-	137,544
Hsinchu Presbytery Partnership	1,200	1,200	--
Winston-Salem Campus Ministry	5,595	-	5,595
Peacemaking	750	-	750
Total transfers	1,132,417	1,020,000	112,417
Total disbursements and transfers	$2,273,763	$2,000,000	$273,763

I N D E X

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    Anne Louise Hall 192

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